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Justice

International Ladies' Garment Workers' Union  
(ILGWU)

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## Justice (Vol. 42, Iss. 1)

International Ladies Garment Workers Union (ILGWU)

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## Justice (Vol. 42, Iss. 1)

### Keywords

International Ladies' Garment Workers' Union, ILGWU, labor unions, clothing workers, textile workers, garment workers, garment industry, New York, United States

### Comments

*Justice* was the official publication of the International Ladies' Garment Workers' Union ILGWU from 1919 to 1995. Editions of *Justice* were published in English, Italian, Spanish, and Yiddish. When compared side by side, the content of some of these different editions of *Justice* shows significant differences. This is the English-language edition of *Justice*.

# JUSTICE

INTERNATIONAL LADIES' GARMENTS' UNION

UNION

Vol. XLII, No. 1

Jersey City, N. J., January 1, 1960

Price 10 Cents



## Label Dept. Issues First Fashion Book

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## FACING '60:—

- Preview of Coming Showdowns

— Page 12

- Labor Girls for Challenges

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- Burden of Our Blessings

— Editorial, Page 16

- The ILGWU Year

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## January

## February

## March

## April

Wife of N.Y. Governor severs first ILGWU label; inaugurates label in 4 other major apparel areas . . . First bra pact signed in Canada . . . Pay first severance benefits in Local 185 . . . N-East victory caps 6-month Burlington strike . . . Fatter pay envelopes for over 200 at major Maryland concern for 1,900 at Kenmore, for 500 at Glen of Michigan, for 600 in Upper New York State, for 350 at Princess Peggy in Illinois.

Eisenhower asks anti-union amendments in anti-corruption bill as Congress opens . . . Labor backs Kennedy-Ervin in original form . . . Unemployment passes 4 million mark . . . Budget cuts peril social programs . . . New York City labor completes merger . . . Hotel workers win Miami fight.



Union calls on N.Y. Mayor, police to act on those following gun attack on Sol Greene . . . ILG policies backed in local election returns . . . Dubinsky urges cloak industry promotion, fays garment 'monopoly' hunt . . . First pensions paid in Southeast . . . Raises 100,000 Allentown area workers, for 600 in 6 Upper South shops . . . Reopeners hike pay in Central States.

Senate committee opens hearings on labor legislation . . . Kennedy-Morse-Roosevelt introduce \$125 minimum wage bill . . . Many hits complacency as jobless rise to nearly 8 million . . . Depressed areas aid stymied in 3-year fight . . . New Mexico kills 'right-to-work' bill . . . AFL-CIO Executive Council asks immediate action to aid jobless, expand minimum wage.



Rises for 18,000 in blouse pact renewal . . . State Belt Association reneges on 5,000 strike in Pa. . . 4-front picketing hits Kayser-Roth . . . Play arrests in Tex-Son strike as greens, police attack ILG pickets . . . Leaders in labor, community assail blouse 'trust' case . . . Launch promotion of ILGWU label, agency named . . . Knitgoods campaign in N.J. sets 24th shop . . . N.Y. chary ILGWU cooperative housing in Chelsea.

Eisenhower Administration opposes minimum wage hike . . . Jobless increase to 6 percent of labor force . . . House votes temporary unemployment assistance for 3-month period . . . Kennedy-Ervin Bill, with AFL-CIO support, approved by Senate Labor Committee.



Severance fund, guaranteed holidays highlight renewal of N.Y. cloak pact covering 50,000 . . . Rates for 5,000 ends Pa. State Belt strike . . . GEEB nets convention agenda . . . 500 win major gains in new pact with Artisans in Central States . . . NEET enrolls 900 in 12 Pa. shops . . . EOT spring organizing spurs nets 8 in N. J. . . Corcorans inaugurate ILG label in Midwest and Coast . . . Spurred by ILG, N.Y. adopts fire sprinkler law.

Senate saddles labor bill with stiff union controls . . . AFL-CIO Washington conference sets off massive attack on unemployment . . . 24 states urge federal standards on unemployment compensation . . . Vermont rejects 'work' law . . . Supreme Court limits states interfering with picketing.

## May

## June

## July

## August



35th ILG convention in Miami creates strike fund, votes label promotion, elects 3 new vice presidents, names 3000 new members in 100 shops . . . Resolves 'trust' case fight, mandates guaranteed paid holidays, severance pay, 3-year pact limit . . . 28-page supplement to New York Times, giving 'Picture of a Union—the ILGWU' hailed by leaders in government, labor, business . . . Thurg attacks Zimmerman in Miami.

AFL-CIO will fight to change Senate-passed labor bill . . . Steel talks recessed as companies refuse to bargain . . . New York labor backs hospital strikers . . . Unemployment dips to 5.2 percent of work force . . . AFL-CIO Executive Council denounces steel wage freeze proposal as profits soar.



Victory ends Kayser-Roth strike . . . Seek separation of racketeer from blouse 'anti-trust' indictment . . . 18 more Training Institute graduates begin ILG service . . . Label use started in blouse industry . . . Coast reaches renewals at 10 embroidery firms . . . Hundreds join union via N-East drives in New England . . . Cutters picket 'round the clock against cut-up shops . . . Mohawk becomes first union shop in Schenectady.

N.Y. hospital workers win 46-day strike . . . Steel shutdown looms as industry clings to 'freeze' on wages . . . Many call for labor bill to get cracks, not unions . . . Supreme Court reaffirms unions' right to picket . . . AMA ends ban on group health plans.



Chicago dress pact raises pay for more than 2,000 . . . 5,000 cloakmakers in Montreal, Texas get work-week cut . . . Chalk up sizable boosts for 1,500 at S-East giants . . . Award 10 new ILGWU scholarships . . . COY bags 7 shops in seasonal roundup . . . N-East nets pact gains for 450 in West Mass . . . Hudson Valley campaign swells Eastern Region rolls . . . Forms set for dress holiday pay . . . Evening trainees start institute sessions.

Half-million steel workers out as industry forces shutdown . . . Booming steel profits give lie to charges that labor is asking too much . . . Ed votes sharply pared-down omnibus housing bill . . . Senate subcommittee votes out bill upping minimum wage to \$1.25, covering 10 million more.



GED meet at Unity House acts on jurisdiction, imports, pact enforcement . . . Chicago cloak renewal nets pay, welfare bounty . . . Guaranteed holidays, severance in Philadelphia Jersey cloak renewal . . . Significant gains for 5,000 in L. A. cloak extension . . . 75,000 meet ILG label at Hagerstown (Md.) Fair . . . Palla, recruits Carlin Plastic, Cincinnati tumbles Baron-Leo.

House passes anti-union Landrum-Griffin Bill . . . AFL-CIO Council, meeting at Unity House, assails the measure . . . Council opens door to readmit Lushenhausen . . . Corporate profits soar to 13-year high . . . Telephone pay for workers drops third consecutive month . . . AFL-CIO to shun Khrushchev's visit to U.S.

## September

## October

## November

## December



ILG has largest contingent in N.Y. Labor Day parade . . . Rates for 5,000 N.Y. beltmakers . . . Win severance, raises for 1,200 Baltimore cloakmakers . . . Midwest pact nets Tri-State gains for 800 . . . ILG label stars in AFL-CIO fashion show . . . Begin label use in undergarment industry . . . Eastern Region poll victory ends swankist strike.

Senate-House conference removes some of worst provisions from Labor Control Act of 1959, both houses pass measure . . . AFL-CIO convention in San Francisco approves internal disputes arbitration plan, asks members give one hour's pay per month to aid steelworkers . . . Congress lurches without action on wages, schools, civil rights.



Dubinsky solicits ILG hospital in Israel . . . ILG workweek reduce shop fires by 18 percent in one year; seek mandatory fire drills in contracts . . . Heshko Mendelsohn union Cloak Joint Board manager . . . NLRB win at Co-Ed Collar heads up 5 S-East triumphs . . . N-East drive bags Pa. holdouts, brings gains for 650 in 9 shops . . . Eastern Region nets 3 more Jersey wins . . . L. A. cloak board elects Stenzner manager . . . Local 31 enrolls for Labor's Fall River recruitment for label.

AFL-CIO affiliates assist steel strikers as parleys resume . . . Steel workers fight Taft-Hartley injunction in courts . . . Kaiser signs with steel workers, breaking Big Steel's solid front . . . Eisenhower invokes Taft-Hartley 80-day injunction against striking longshoremen.



Court upholds contractor claims in quarreling steel 'trust' charges . . . Central States renewals win raises for 750 at Kellagoe, Lewisham . . . NLRB blocks disband segment in Pa. . . ILGers spur Conn. law making fire drills mandatory . . . N-East terms add 9 percent in Harmon wages; 350 raises in Barren . . . Miami cracks bench non-union front . . . N.Y. dress holdouts shrink to 4.

Steelworkers forced back to mills as Supreme Court upholds Eisenhower's Taft-Hartley injunction . . . Many urges labor-management conference to lessen industrial strife; receives Equal Opportunity Award from Urban League . . . Unemployment rises to 6 percent of work force . . . Wage and salary incomes drop.



Label Department issues dress fashions booklet . . . Wright workers vote Y-N for Eastern Region . . . Furio Kice wins Paradise . . . Italian American Labor Council gives Four Freedoms award to Truman . . . Miami organizing brings rolls to all-time high . . . Court upholds ILG picketing at Helene in Catalik . . . Budget Drive loses again, must pay \$17,000-plus . . .

Steelworkers sign with can companies . . . U. S. monopoly charges against steel giants confirm union contention . . . East Coast Longshoremen reach agreement with dockers, strike renewal averted . . . Senate probe shows Fairchild markup of drug prices . . . AFL-CIO spurns exchange with phony Soviet 'unions'.

HAPPY NEW YEAR!



## Santa's Helpers



The bride is ready—not for the wedding—but to make a little girl happy at Christmas. This is one of the gifts sent to Mary Louise, 12-year-old daughter of Tex-Son striker Severino Moreno, by the workers at Bridal Originals in St. Louis. Holding the doll is Sue Knobbe, while others help to dress her, arrange ruffles, and veil. They are, from left: Arvelia Grob, Cecelia Jones, Ann Walters, Marie Bush and Mary Kall.

# ILG Label Dept. Issues First Fashion Booklet

## World Free Labor Hits All Dictators

The sixth congress of the International Confederation of Free Trade Unions, which met in Brussels, Belgium last month, strongly reaffirmed the opposition of the free trade unions to totalitarian dictatorship in any form and the violation of workers' rights in all areas of the world.

Delegates from 39 of the 96 countries were represented in the ICFU, with a total membership of 87 million organized workers, adopted a series of policy resolutions and statements designed to advance democracy and aid workers in the new and underdeveloped nations.

The congress marking the 10th anniversary of the ICFU:

—Condemned the brutal suppression of the Hungarian people by Soviet puppets;

—Condemned the flagrant violation of human rights by Red China in Tibet and the violation by the Red Chinese of the Indian border.

—Declared that the preservation of West Berlin's freedom is vital to the preservation of world peace.

—Ordered a consumer boycott of South African goods to demonstrate tangible support of and solidarity with South Africans who are the victims of the "inhuman racial policies of

their government, which violate all concepts of decency and morality."

—Condemned French violation of trade union freedom in Algeria and urged that imprisoned unions be freed and democratic freedoms re-established.

—Condemned the Trujillo dictatorship in the Dominican Republic and instructed the secretary

(Continued on Page 15)

## Meany Rallies U. S. Labor For 'Victory Year' in '60

Warning that 1960 will be a "year of battle for American labor," AFL-CIO Pres. George Meany has sounded the rallying cry for the 13.5 million trade union members to exert a united effort to transform the coming 12 months into "a year of victory."

In his annual New Year's message, Meany declared that labor now faces "the gravest attack upon our movement in a generation."

He especially cited the threats arising from efforts by reactionaries, in Congress and in Big Business, to enact new re-

strictions on legitimate unions and to destroy established union safeguards over working conditions, job security and individual rights.

Such measures at minimum wage improvements, health care for the elderly, aid to distressed areas, a stronger educational system and better unemployment insurance, he said, can be realized "only if these reactionary forces can be thrown back."

He also pledged that labor "will vigorously press for effective, enforceable civil rights legislation, so fundamental to resolving America's most press-

ing issue."

On the world scene, Meany stated that while the AFL-CIO "welcomes every effort by our government and its allies to negotiate a just and peaceful settlement of pressing international problems, negotiations at the summit or any other level are only a means to an end, and not an end in themselves."

He warned that "negotiations conducted with a view of appeasing aggression would only lead to still more aggression and eventually to a world war which is unthinkable in its horror and destruction."

An unprecedented campaign of fashion education that will tell women how to dress well at any budget level has been launched by the ILGWU Union Label Department. The program was described by Vice Pres. Julius Hochman, director of the department, and Eleanor Lambert, in charge of the department's fashion communication program, at a

press conference at the ILGWU Central Office on December 22.

One feature of the campaign is the publication by the ILGWU Label Department of a series of illustrated pamphlets prepared by Miss Lambert and made available free to the general public.

The first of these, entitled "How To Be Well-Dressed," is ready for distribution. It deals with such topics as: What Is Fashion, Fashions for Your Figure, the Well-Behaved Wardrobe, Keys to Smart Shopping, Fashion Tips and Fashion by the Hour.

Other booklets planned in the series will deal with style and travel, fashion facts, dressing for school and college, caring for your clothes, planning a trou-

seau and what to wear for special occasions.

### Distributed Free

Modeled after the direct, down-to-earth approach of the U. S. Department of Agriculture and other government agencies in their booklets for homemakers, the ILGWU booklets will be distributed free to all who return a coupon that will be featured in forthcoming ILGWU label advertisements in women's magazines or who request them from fashion editors, radio and television commentators, etc.

A second feature of the long-range community service program on fashion trends and shopping guidance, is to be a 30-minute

color film on fashion which will be previewed by the fashion press during its National Press Week on January 15.

It is planned to produce and distribute two such films a year. The first, shown in the spring 1960 fashion picture, is already scheduled for 100 prints to be circulated to television stations, schools, colleges, women's clubs, conventions and other women's organizations.

The booklets and the films are part of the label promotion program undertaken by the ILGWU. (Continued on Page 14)

## "I Need Room to Swing!"



## RENT, MEDIC HIKES DRIVE LIVING COSTS UP FOR 7TH MONTH

For the sixth time in seven months, living costs rose in November as higher prices for transportation, housing, medical and personal care offset declining food costs.

The Labor Department's Bureau of Labor Statistics reported an increase of one-tenth of 1 percent in its consumer price index. The index at 125.6 in November was 1.4 percent higher than a year ago.

Evan Clague, commissioner of labor statistics, predicted that food prices will continue to drop in the next few months and that the index will stabilize between now and the spring of 1960 before climbing again next summer.

From early 1958 to the summer of 1959 the Consumer Price Index increased at an average annual rate of 2.5 percent. Clague said, compared to the 1.4 percent rise since November 1958.

Higher rents and increased prices on furniture and household needs pushed the housing index up while higher new car prices pushed up the transportation figure. Higher hospital and medical fees and price boosts in beauty and barber shops sent those two indexes climbing.

## JUSTICE

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## Ask Consumers to Shun Non-Label Dress Items

The New York Dress Joint Council continued to hammer away at non-union jobbers during the past fortnight in direct appeals to consumers not to buy the products of a firm "that refuses to play fair with either its workers or the industry to which it belongs."

Under the supervision of the council's organization department, some 75 union members and organizers distributed leaflets in front of four Abraham and Straus stores in Brooklyn, Garden City, Hempstead and Babylon on the Saturday before Christmas. They asked customers not to buy the products of Robin Scott Fashions.

The union contends that Robin Scott was formerly known as Paris Page, which was one of the employers who resigned from the association under contract with the union prior to the termination of that contract. It seems reasonably clear to the union that Paris Page changed his name to escape the stigma of its anti-union tactics.

### Appeal to Decency

In appealing to consumers, the union leaflets said, "Decent standards are everybody's concern. They help the workers, they help industry, they help the community. You can help by asking to see the ILGWU union label whenever you buy a dress."

"All dresses made in union shops carry this label. It is the symbol of skilled workmanship performed under fair employment standards. It is the symbol of decency. We appeal to you to respect it."

### '82' Membership Meeting

January 19 at Diplomat  
New York examiners and Floor Workers' Local 82 has scheduled a membership meeting for Tuesday, January 19, right after work at the Hotel Diplomat, 166 West 43d St. Manager Joshua Fogel announces.

### Sidewalk Santa



Santa Claus has long been noted for his unselfish efforts in behalf of worthy causes, and he maintains tradition here by joining members of the New York Dress Joint Council who are urging shoppers at a downtown Brooklyn department store to look for the ILGWU label when buying women's and children's clothes. Lollypops have reminder cards attached to them.

## N'East Label Push Stirs New England

The ILGWU union label campaign of the Northeast Department aroused much interest at the AFL-CIO New England Education Conference, held in Boston last month, reports Vice Pres. David Ginzburg, department director.

The Northeast delegation brought to the attention of the more than 150 delegates from all AFL-CIO affiliates the significant role which the ILGWU label campaign can play in combating the enemies of labor and emphasizing the positive contributions of the trade union movement.

The delegation consisted of Forrest Heckman of Fall River, Norman Elger of Springfield, Ed Bernstein of Boston, and Arnold Dubin of Springfield, who is the department's New England union label director.

Among the many public figures present, Connecticut Congressman Chester Bowles expressed particular interest as he visited the ILGWU union label display.

## S'East Pins Dixie Star Atop ILG Yuletide Tree

The stars that generally fall on Alabama moved north to Atlanta, Georgia, last month, when Dixie Star Enterprises fell before a Southeast Region organization drive, reports Director E. T. Kecher.

Christmas-tree ornaments—union style—include a 5-cent across-the-board wage boost, a reduction to the 35-hour work week, two weeks "vacation" pay, four paid holidays, a \$1.15 minimum wage and employer contribution of 5 percent of payroll to the health and welfare and retirement funds. A two-day picket line, directed by Business Agent Al Gross and a Local 122 committee, brought the company's representatives to the bargaining table to hammer out contract terms. The new agreement, covering some 30 workers,

contains other benefits standard in the Atlanta dress industry.

## Eastern Region Net Trips Up 3 Holdouts

Three key organizing victories in New Jersey and Staten Island lingerie plants paced the Eastern Region's continuing battle against open shoppers, according to Vice Pres. Edward Kramer, general manager of the region.

Fassale Local 145 scored two victories in the lingerie field at Jay Tee Manufacturing Co. in Lodi, an eight-year holdout, and at Michael Chiswell & Co. in Garfield, non-union for over a year.

Richard Benfoglio, manager of Local 145, reported that the Jay Tee organizing campaign was started a year and one-half ago by Business Agents Charles Calderone and Ray Larson.

The employer capitulated to union terms without a strike when it became evident that the workers would state their demands on the picket line, if necessary. Miss Blum was elected chairlady at the contract ratification meeting.

Anthony Weichlo, Local 145 president and a former Garfield City official, was instrumental in swinging Michael Chiswell & Co. into union ranks. Marie Weaster was chosen chairlady at the contract ratification meeting.

Workers in both shops received no paid holidays or vacation before

### Pickets Protest



When their employer at Brenthwood Shirt Co. on Long Island tried to operate with goods from a stick dress jobber, these members of Local 57 took to the picket line in protest. From left they are: Eva Bivona, Sue Desiano, Ann Marchese, Business Agent Manny Lenthal, John Scalerio and Ann Gighio.

## Chicago Embroidery Renewals Boost Pay

Renewal talks bringing a wage boost of 6 cents an hour plus fringe benefits to some 125 workers have just been concluded between the Chicago Platers, Stitchers and Embroidery Manufacturers' Association and Local 212, reports Vice Pres. Morris Bialis, director of the Midwest Region.

In addition to the pay boost the new pact, which runs to October 1, 1962, provides for:

Another 5-cent-an-hour increase for all workers in 1960; another 1½ percent contribution to the retirement fund, effective July 1, 1960, bringing the total employer payment to 2½ percent of payroll; payments into the severance pay fund; hourly minimums set at \$1.15; a

wage reopeners clause which can be invoked in 1961.

The agreement, effective December 7, covers workers employed by the Worlitz Manufacturing Co., the Lipton Manufacturing Co., the Advance Manufacturing Co., and the New York Spindle Works.

### Painful Raise

Alteration workers at the Seymour Painin shop will receive an 8-cent-an-hour wage increase under terms of a two-year renewal pact negotiated by Local 508.

Other provisions of the contract call for immediate employer contribution into the retirement fund, payments into the severance pay fund to begin in December 1960, and a wage reopeners clause after the first year of the agreement.

### Fairfield Reopening

A former ILGWU shop in Fairfield, Illinois, which closed down some six months ago, has just been reopened under the banner of the E & M Kaufmann Co.

An agreement containing provisions similar to terms in the Kaufmann pact at six other plants in Illinois and Iowa was to become effective January 1, and expire August 31, 1961, simultaneously with the other contract.

On November 16, an invoked wage reopeners clause brought pay boosts ranging from 5 to 15 cents an hour for the firm's 250 workers.

The pact at the Fairfield plant was negotiated by General Organizer Harry Rufer, Business Agent Lou Montenegro, and a committee from Local 468 composed of Rose Ivy, Mary Sanders, Fayna Kwing and Marie Kliney.

The Chicago Health Center has set January 20, as the date for its second program in the month-long series on "Better Health." Detection and treatment of cancer will be the subject in discussion sessions led by an outstanding authority in the field.

## COMPLETE TEXT

## LANDRUM-GRFFIN LAW

# TEXT of ANDRIM-GRIFFIN LAW

## Short Title

SECTION 1. This Act may be cited as the "Labor Management Reporting and Disclosure Act of 1959."

## Declaration of Findings, Purposes, and Policy

SECTION 2. (a) The Congress finds that, in the public interest, it continues to be the responsibility of the Federal Government to protect the rights of employees, to ensure their own representatives, bargain collectively, and otherwise engage in concerted activities for their mutual aid or protection; that the relations between employers and labor organizations and the millions of workers they represent have a substantial impact on the commerce of the Nation; and that in order to accomplish the objective of a free flow of commerce it is essential that labor organizations, employers, and their officials adhere to the highest standards of responsibility and ethical conduct in administering the affairs of their organizations, particularly as they affect labor-management relations.

(b) The Congress further finds from recent investigations in the labor and management fields, that there have been a number of instances of breach of trust, corruption, disregard of the rights of employees, and other failures to observe high standards of responsibility and ethical conduct which require further and supplementary legislation that will afford necessary protection of the rights and interests of employees and the public generally as they relate to the activities of labor organizations, employers, labor relations consultants, and their officers and representatives.

(c) The Congress, therefore, further finds and declares that the enactment of this Act is necessary to eliminate or prevent improper practices on the part of labor organizations, employers, labor relations consultants, and their officers and representatives which distort and defeat the policies of the Labor Management Relations Act, 1947, as amended, and the Railway Labor Act, as amended, and have the tendency to produce the effect of hindering or obstructing commerce by (1) impairing the efficiency, safety, or operation of the instrumentalities of commerce; (2) occurring in the current of commerce; (3) materially affecting, restraining, or controlling the flow of materials, or manufacture, or processing of goods, or from the channels of commerce, or the prices of such materials or goods in commerce; or (4) causing diminution of employment and wages in such volume as substantially to impair or disrupt the market for goods flowing into or from the channels of commerce.

## Definitions

SECTION 3. For the purposes of titles I, II, III, IV, V (except section 505), and VI of this Act—

(a) "Commerce" means trade, traffic, commerce, transportation, transmission, or communication among the several States or between any State and any place outside thereof.

(b) "State" includes any State of the United States, the District of Columbia, Puerto Rico, the Virgin Islands, American Samoa, Guam, Wake Island, the Canal Zone, and Outer Continental Shelf Lands defined in the Outer Continental Shelf Lands Act (48 U.S.C. 1351-1343).

(c) "Industry affecting commerce" means any activity, business, or industry in commerce or in which a labor dispute would hinder or obstruct commerce or the free flow of commerce and includes any activity or industry "affecting commerce" within the meaning of the Labor Management Relations Act, 1947, as amended, or the Railway Labor Act, as amended.

(d) "Person" includes one or more individuals, labor organizations, partnership, association, firm, corporation, legal representative, natural companies, trust-stock companies, trust, unincorporated organizations, trustees, trustees in bankruptcy, or receivers.

(e) "Employee" means any employee or any group or association of employees engaged in an industry affecting commerce (1) which is, with respect to employees engaged in an industry affecting commerce, an employer within the meaning of any law of the United States relating to the employment of any employees or (2) which may deal with any labor organization concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work, and includes any person acting directly or indirectly as an employer or as an agent of an employer in relation to an employee but does not include any United States civil employee as defined by the Government of the United States or any State or political subdivision thereof.

(f) "Employee" means any individual employed by an employer, and includes any individual whose work has ceased as a consequence of, or in connection with, any labor dispute or because of any activity or industry affecting commerce or because of exclusion or expulsion from a labor organization in any manner or for any reason inconsistent with the requirements of this Act.

(g) "Labor dispute" includes any controversy concern-

ing terms, tenure, or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing, or seeking to arrange terms or conditions of employment, regardless of whether the disputants stand in the proximate relation of employer and employee.

(h) "Trusteehip" means any receivership, trusteeship, or other method of supervision or control whereby a labor organization surrenders the autonomy otherwise available to a subordinate body under its constitution or bylaws.

(i) "Labor organization" means a labor organization engaged in an industry affecting commerce and includes any organization of any kind, any agency, or employee representation committee, group, association, or plan so engaged in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours, or other terms or conditions of employment, and any conference, general committee, joint or system board, or joint council, no organized which is subordinate to a national or international labor organization, other than a State or local central body.

(j) A labor organization shall be deemed to be engaged in an industry affecting commerce if it—

(1) is the national representative of employees under the provisions of the National Labor Relations Act, as amended, or the Railway Labor Act, as amended; or

(2) although not certified, is a national or international labor organization or a local labor organization recognized or acting as the representative of employees of an employer or employers engaged in an industry affecting commerce; or

(3) has chartered a local labor organization or subsidiary body which is representing or actively seeking to represent employees of employers within the meaning of paragraph (1) or (2); or

(4) has been chartered by a labor organization representing or actively seeking to represent employees within the meaning of paragraph (1) or (2) as the local or subordinate labor organization, which includes a labor organization which becomes affiliated with such labor organization; or

(5) is a conference, general committee, joint or system board, or joint council, subordinate to a national or international labor organization, which includes a labor organization engaged in an industry affecting commerce within

the meaning of any of the preceding paragraphs of this subsection, other than a State or local central body.

(k) "Secret ballot" means the expression by ballot, voting machine, or otherwise, but in no event by proxy, of a choice with respect to any election or vote taken upon any matter, which is cast in such a manner that the person expressing such choice cannot be identified with the choice expressed.

(l) "Trust in which a labor organization is interested" means a trust or other fund or organization (1) which was created or established by a labor organization, or one or more of the trustees or one or more members of the governing body of which is selected or appointed by a labor organization, and (2) a primary purpose of which is to provide benefits for the members of such labor organization or their beneficiaries.

(m) "Labor relations consultant" means any person who, for compensation, advises or represents an employer, employer organization, or labor organization concerning employee organizing, concerted activities, or collective bargaining activities.

(n) "Officer" means any constitutional officer, any person authorized to perform the functions of president, vice-president, secretary, treasurer, or other executive functions of a labor organization, and any member of its executive board or similar governing body.

(o) "Member" or "member in good standing" when used in reference to a labor organization, includes any person who has fulfilled the requirements for membership in such organization, and who neither has voluntarily withdrawn from membership nor has been expelled or suspended from membership after appropriate proceedings consistent with lawful provisions of the constitution and bylaws of such organization.

(p) "Secretary" means the Secretary of Labor.

(q) "Organizer, agent, shop steward, or other representative" when used with respect to a labor organization, includes elected officials and key administrative personnel, whether elected or appointed (such as business agents, heads of department or major units, and organizers who exercise substantial independent authority, but does not include salaried non-supervisory professional staff, stenographic, and service personnel).

(r) "District court of the United States" means a United States district court and a United States court of any place subject to the jurisdiction of the United States.

## Title I—Bill of Rights of Members of Labor Organizations

### Bill of Rights

SECTION 101. (a) (1) Equal Rights.—Every member of a labor organization shall have equal rights and privileges with such organization to nominate candidates, to vote in elections or referendums of the labor organization, to attend membership meetings, and to participate in the deliberations and voting upon the business of such meeting, subject to reasonable rules and regulations in such organization's constitution and bylaws.

(2) Freedom of Speech and Assembly.—Every member of any labor organization shall have the right to meet and assemble freely with other members; and to express any views, arguments, or opinions; and to express any views of the labor organization his views, upon candidates in an election of the labor organization or upon any business properly before the meeting, subject to the organization's established and reasonable rules pertaining to the conduct of meetings provided, that nothing herein shall be construed to impair the right of a labor organization to adopt and enforce reasonable rules as to the responsibility of every member toward the organization as an institution and as to its performance of its legal or contractual obligations.

(3) Dues, Initiation Fees, and Assessments.—Except in the case of a federation of national or international labor organizations, the rates of dues and initiation fees payable by members of any labor organization in effect on the date of enactment of this Act shall not be increased by a general or special assessment shall be levied upon such members, except—

(A) in the case of a local labor organization, (i) by majority vote by secret ballot of the members in good standing voting at a general or special membership meeting, or (ii) by majority vote by secret ballot of the members in good standing voting in a membership referendum conducted by secret ballot or

local labor organization or a federation of national or international labor organizations, (i) by majority vote of the delegates voting at a regular convention, or at a special convention of such labor organization held upon not less than thirty days' written notice to the principal office of each local or constituent labor organization entitled to such notice, or (ii) by majority vote of the members in good standing of such labor organization voting in a membership referendum conducted by secret ballot, or (iii) by majority vote of the members of the executive board or similar governing body of such labor organization, pursuant to express authority contained in the constitution and bylaws of such labor organization; provided, that any action on the part of the executive board or similar governing body shall be effective only until the next regular convention of such labor organization.

(4) Protection of the Right to Sue.—No labor organization shall limit the right of any member thereof to institute an action, in any court, or in a proceeding before any administrative agency, irrespective of whether or not the labor organization or its officers are named as defendants or respondents in such action or proceeding, or the right of any member of a labor organization to appear as a witness in any judicial, administrative, or legislative proceeding, or to petition any legislative or to communicate with any legislator; provided, that any such member may be required to exhaust reasonable hearing procedures (but not to exceed a four-day hearing) available to such member, before instituting legal or administrative proceedings against such organizations or any other thereof; and provided further, that no interested employer or employee association shall directly or indirectly influence, persuade, or participate in, except as a party, any such action, proceeding, appearance, or petition.

(5) Safeguards Against Improper Disciplinary Action.—No member of any labor organization may be fined, suspended, expelled, or otherwise disciplined for non-payment of dues by such organization or by any officers



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thereof unless such member has been (A) served with written specific charges; (B) given a reasonable time to prepare his defense; (C) afforded a full and fair hearing.

(b) Any provision of the constitution and bylaws of any labor organization which is inconsistent with the provisions of this section shall be of no force or effect.

## Civil Enforcement

SECTION 102. Any person whose rights secured by the provisions of this title have been infringed by any violation of this title may bring a civil action in a district court of the United States for such relief (including injunctions) as may be appropriate. Any such action against a labor organization shall be brought in the district court of the United States for the district where the alleged violation occurred, or where the principal office of such labor organization is located.

## Retention of Existing Rights

SECTION 103. Nothing contained in this title shall limit the rights and remedies of any member of a labor organization under any state or federal law or before any court or other tribunal, or under the constitution and bylaws of any labor organization.

# Title II — Reporting by Organizations, Officers And Employees of Labor Organizations, and Employers

## Report of Labor Organizations

SECTION 201. (a) Every labor organization shall adopt a constitution and bylaws and shall file a copy thereof with the Secretary, together with a report, signed by its president and secretary or corresponding principal officers, containing the following information—

(1) the name of the labor organization, its mailing address, and any other address at which it maintains its principal office or at which it keeps the records referred to in this title;

(2) the name and title of each of its officers;

(3) the initiation fee or fee required from a new or transferred member and fees for work permits required by the reporting labor organization;

(4) the regular dues or fees or other periodic payments required to remain a member of the reporting labor organization; and

(5) detailed statements, or references to specific provisions of documents filed under this subsection which contain such statements, showing the provision made and procedures followed with respect to each of the following:

(A) qualifications for or restrictions on membership, (B) levying of assessments, (C) participation in insurance or other benefit plans, (D) authorization for disbursement of funds of the labor organization, (E) audit of financial transactions of the labor organization, (F) the calling of regular and special meetings, (G) the selection of officers and stewards and of any representatives to other bodies composed of labor organizations' representatives, (H) specific statements of the grounds for such action as was elected, appointed, or otherwise selected, (I) discipline or removal of officers or agents for breaches of their trust, (J) imposition of fines, suspensions, and expulsions of members, including the grounds for such action and any provision made for notice, hearing, judgment on the evidence, and appeal procedures, (K) authorization for bargaining demands, (L) ratification of contract terms, (M) authorization for strikes, and (N) issuance of work permits. Any change in the information required by this subsection shall be reported to the Secretary at the time the reporting labor organization files with the Secretary the annual financial report required by subsection (b).

(b) Every labor organization shall file annually with the Secretary a financial report signed by its president and treasurer or corresponding principal officers containing the following information in such detail as may be necessary accurately to disclose its financial condition and operations for its preceding fiscal year—

(1) assets and liabilities at the beginning and end of the fiscal year;

(2) receipts of any kind and the sources thereof;

(3) salary, allowances, and other direct or indirect disbursements (including reimbursed expenses) to each officer and also to any employee who during such fiscal year received more than \$10,000 in the aggregate from such labor organization and any other labor organization affiliated with it or with which it is affiliated, or which organization;

## Right to Copies of Collective Bargaining Agreements

SECTION 104. It shall be the duty of the secretary or corresponding principal officer of each labor organization, in the case of a local labor organization, to forward a copy of each collective bargaining agreement made by such labor organization with any employer to any employee who requests such a copy and whose rights as such employee are directly affected by the agreement, and in the case of a labor organization other than a local labor organization, to forward a copy of any such agreement to each constituent unit which has members directly affected by such agreement; and such officer shall maintain at the principal office of the labor organization of which he is an officer copies of any such agreement made or received by such labor organization, which copies shall be available for inspection by any member or by any employee whose rights are affected by such agreement. The provisions of section 210 shall be applicable in the enforcement of this section.

## Information as to Act

SECTION 105. Every labor organization shall inform its members concerning the provisions of this Act.

(4) direct and indirect loans made to any officer, employee, or member, which aggregated more than \$250 during the fiscal year, together with a statement of the purpose, security, if any, and arrangements for repayment;

(5) direct and indirect loans to any business enterprise, together with a statement of the purpose, security, if any, and arrangements for repayment; and

(6) other disbursements made by it including the purpose thereof; all in such categories as the Secretary may prescribe.

(a) Every labor organization required to submit a report under this title shall make available the information required to be contained in such report to all of its members, and every such labor organization and its officers shall be under a duty enforceable at the suit of any member of such organization in any state court of competent jurisdiction or in the district court of the United States for the district in which such labor organization maintains its principal office, to permit such member for just cause to examine any books, records, and accounts necessary to verify such report. The court in such action may, in its discretion, in addition to any judgment awarded to the plaintiff or plaintiffs, allow a reasonable attorney's fee to be paid by the defendant, and costs of the action.

(b) Subsections (f), (g), and (h) of section 9 of the National Labor Relations Act, as amended, are hereby repealed.

(c) Clause (c) of section 8 (a) (8) of the National Labor Relations Act, as amended, is amended by striking out the following: "and has at the time the agreement was made or within the preceding twelve months received from the Board a notice of compliance with sections 9 (f), (g), (h)."

## Report of Officers and Employees of Labor Organizations

SECTION 202. (a) Every officer of a labor organization and every employee of a labor organization (other than an employee performing exclusively clerical or custodial services) shall file with the Secretary a signed report listing and describing for his preceding fiscal year—

(1) any stock, bond, security, or other interest, legal or equitable, which he or his spouse or minor child directly or indirectly held in, and any income or any other benefit with monetary value (including reimbursed expenses) which he or his spouse or minor child derived directly or indirectly from, an employer whose employees such labor organization represents or is actively seeking to represent, except payments and other benefits received as a bona fide employee of such employer;

(2) any transaction in which he or his spouse or minor child engaged, directly or indirectly, involving any stock, bond, security, or loan to or from or for the use of or equitable interest in the business of an employer whose employees such labor organization represents or is actively seeking to represent;

(3) any stock, bond, security, or other interest, legal or

equitable, which he or his spouse or minor child directly or indirectly held in, and any income or any other benefit with monetary value (including reimbursed expenses) which he or his spouse or minor child directly or indirectly derived from, any business a substantial part of which consists of buying from, selling or leasing to, or otherwise dealing with, the business of an employer whose employees such labor organization represents or is actively seeking to represent;

(4) any stock, bond, security, or other interest, legal or equitable, which he or his spouse or minor child directly or indirectly held in, and any income or any other benefit with monetary value (including reimbursed expenses) which he or his spouse or minor child directly or indirectly derived from, a business any part of which consists of buying from, or selling or leasing directly or indirectly to, or otherwise dealing with such labor organization;

(5) any direct or indirect business transaction or arrangement between him or his spouse or minor child and any employer whose employees his organization represents or is actively seeking to represent, except work performed and payments and benefits received as a bona fide employee of such employer and except purchases and sales of goods or services from the regular course of business, prices generally available to any employee of such employer; and

(6) any payment of money or other thing of value (including reimbursed expenses) which he or his spouse or minor child received directly or indirectly from any employer or any person who acts as a labor relations consultant to an employer, except payments of the kind referred to in section 302(c) of the Labor Management Relations Act, 1947, as amended.

(b) The provisions of paragraphs (1), (2), (3), (4), and (5) of subsection (a) shall not be construed to require any such officer or employee to report his bona fide investments in securities traded on a securities exchange registered as a national securities exchange under the Securities Exchange Act of 1934, in shares in an investment company registered under the Investment Company Act of 1940, or in securities of a public utility holding company registered under the Public Utility Holding Company Act of 1935, or to report any income derived therefrom.

(c) Nothing contained in this section shall be construed to require any officer or employee of a labor organization to file a report under subsection (a) unless he or his spouse or minor child holds or has held an interest, has received income or any other benefit with monetary value or a loan, or has engaged in a transaction described therein.

## Report of Employers

SECTION 303. (a) Every employer who in any fiscal year made—

(1) any payment or loan, direct or indirect, of money or other thing of value (including reimbursed expenses), or any promise or agreement therefor, to any labor organization or officer, agent, shop steward, or other representative of a labor organization, or employee of any labor organization, except (A) payments or loans made by any national or state bank, credit union, insurance company, savings and loan association or other credit institution and (B) payments of the kind referred to in section 302(c) of the Labor Management Relations Act, 1947, as amended;

(2) any payment (including reimbursed expenses) to any of his employees, or any group or committee of such employees, for the purpose of causing such employee or group or committee of employees to persuade other employees to exercise or not to exercise, or as the manner of exercising the right to organize and bargain collectively through representatives of their own choosing unless such payments were contemporaneously or previously disclosed to such other employees;

(3) any expenditure, during the fiscal year, when an object thereof, directly or indirectly, is to interfere with, restrain, or coerce employees in the exercise of the right to organize and bargain collectively through representatives of their own choosing, or is to obtain information concerning the activities of employees or a labor organization in connection with such labor organization, or to influence an employer, except for use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judicial proceeding;

(4) any agreement or arrangement with a labor relations consultant or other individual or organization or organization pursuant to which such person undertakes activities where an object thereof, directly or indirectly, is to persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising the right to organize and bargain collectively through representatives of their own choosing, or undertake to supply such employee with information concerning the activities of employees of a labor organization in connection with a labor dispute involving such employer, except information for use solely in conjunction with an administrative or arbitral proceeding.





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chosen by secret ballot in an election in which all the members in good standing of such subordinate body were eligible to participate, or (3) to transfer to such organization any current receipts or other funds of the subordinate body except the normal per capita tax and assessments payable by subordinate bodies not in trusteeship; provided, that nothing herein contained shall prevent the distribution of the assets of a labor organization in accordance with its constitution and bylaws upon the bona fide dissolution thereof.

(b) Any person who willfully violates this section shall be fined not more than \$10,000 or imprisoned for not more than one year, or both.

## Enforcement

SECTION 304. (a) Upon the written complaint of any member or subordinate body of a labor organization alleging that such organization has violated the provisions of this title (except section 301) the Secretary shall investigate the complaint and if the Secretary finds probable cause to believe that such violation has occurred and has not been remedied he shall, without disclosing the identity of the complainant, bring a civil action in any district court of the United States having jurisdiction of the labor organization for such relief (including injunctions) as may be appropriate. Any member or subordinate body of a labor organization affected by any violation of this title (except section 301) may bring a civil action in any district court of the United States having jurisdiction of the labor organization for such relief (including injunctions) as may be appropriate.

(b) For the purpose of actions under this section, district courts of the United States shall be deemed to have jurisdiction of a labor organization (1) in the district in which the principal office of such labor organization is located, or (2) in any district in which its duly authorized

officers or agents are engaged in conducting the affairs of the trusteeship.

(c) In any proceeding pursuant to this section a trusteeship established by a labor organization in conformity with the procedure requirements of its constitution and bylaws and substantiated or ratified after a fair hearing either before the executive board or before such other body as may be provided in accordance with its constitution or bylaws shall be presumed valid for a period of sixty days from the date of its establishment and shall not be subject to attack during such period except upon clear and convincing proof that the trusteeship was not established or maintained in good faith for a purpose allowable under section 302. After the expiration of eighteen months the court may dismiss the complaint in any such proceeding and its discontinuance shall be deemed unless the labor organization shall show by clear and convincing proof that the continuation of the trusteeship is necessary for a purpose allowable under section 302. In the latter event the court may dismiss the complaint or retain jurisdiction of the cause on such conditions and for such period as it deems appropriate.

## Report to Congress

SECTION 305. The Secretary shall submit to the Congress at the expiration of three years from the date of enactment of this Act a report upon the operation of this title.

## Complaint by Secretary

SECTION 306. The rights and remedies provided by this title shall be in addition to any and all other rights and remedies at law or in equity provided; that upon the filing of a complaint by the Secretary the jurisdiction of the district court over such trusteeship shall be exclusive and the final judgment shall be res judicata.

## Title IV - Elections

### Terms of Office; Election Procedures

SECTION 401. (a) Every national or international labor organization, except a federation of national or international labor organizations, shall elect its officers not less than once every five years either by secret ballot among the members in good standing or at a convention of delegates chosen by secret ballot.

(b) Every local labor organization shall elect its officers not less often than once every three years by secret ballot among the members in good standing.

(c) Every national or international labor organization, except a federation of national or international labor organizations, and every local labor organization, and its officers, shall be under a duty, enforceable at the suit of any bona fide candidate for office in such labor organization in the district court of the United States in which such labor organization maintains its principal office, to comply with all reasonable requests of any candidate to distribute by mail or otherwise at the candidate's expense campaign literature in aid of such person's candidacy to all members in good standing of such labor organization and to refrain from discrimination in favor of or against any candidate with respect to the use of lists of members, and whenever such labor organizations or its officers authorize the distribution by mail or otherwise to members of campaign literature on behalf of any candidate or of the labor organization itself with reference to such election, similar distribution at the request of any other bona fide candidate shall be made by such labor organization and its officers, with equal treatment as to the expense of such distribution. Every bona fide candidate shall have the right, once within 30 days prior to an election of a labor organization in which he is a candidate, to suspect a list containing the names and last known addresses of all members of the labor organization who are subject to a collective bargaining agreement requiring membership therein as a condition of employment, which list shall be maintained and kept at the principal office of such labor organization by a designated officer thereof. Adequate safeguards to insure a fair election shall be provided, including the right of any candidate to have an observer at the polls and at the counting of the ballots.

(d) Officers of intermediate bodies, such as general committees, system boards, joint boards, or joint councils, shall be elected not less often than once every four years by secret ballot among the members in good standing or by labor organization officers representative of such mem-

bers who have been elected by secret ballot.

(e) In any election required by this section which is to be held by secret ballot a reasonable opportunity shall be given for the nomination of candidates and every member in good standing shall be eligible to be a candidate and to hold office (subject to section 304 and to reasonable qualifications) uniformly and shall have the right to vote for or otherwise support the candidate or candidates of his choice, without being subject to penalty, discipline, or improper interference or reprisal of any kind by such organization or any member thereof. Not less than fifteen days prior to the election notice thereof shall be mailed to each member at his last known home address. Each member in good standing shall be entitled to one vote. No member whose dues have been withheld by his employer for payment to such organization pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote or be a candidate for office in such organization by reason of alleged delay or default in the payment of dues. The voter cast by members of each local labor organization shall be counted, and the results published, separately. The election officials designated in the constitution and bylaws or the secretary, if no other official is designated shall preserve for one year the ballots and all the records pertaining to the election. The election shall be conducted in accordance with its constitution and bylaws of such organization insofar as they are not inconsistent with the provisions of this title.

(f) When officers are chosen by a convention of delegates elected by secret ballot, the convention shall be conducted in accordance with the constitution and bylaws of the labor organization insofar as they are not inconsistent with the provisions of this title. The officials designated in the constitution and bylaws or the secretary, if no other is designated, shall preserve for one year the records of the convention pertaining to the election of officers.

(g) No moneys received by any labor organization by way of dues, assessment, or similar levy, and no moneys of an employer shall be contributed or applied to promote the candidacy of any person in an election subject to the provisions of this title. Such moneys of a labor organization may be utilized for notices, factual statements of issues not involving candidates, and other expenses necessary for the holding of an election.

(h) If the Secretary, upon application of any member of a local labor organization, finds after hearing in accordance with the Administrative Procedure Act that the constitution and bylaws of such labor organization do not provide an adequate procedure for the removal of an elected officer guilty of serious misconduct, such officer

may be removed, for cause shown and after notice and hearing, by the members in good standing voting in a secret ballot conducted by the officers of such labor organization in accordance with its constitution and bylaws insofar as they are not inconsistent with the provisions of this title.

(i) The Secretary shall promulgate rules and regulations prescribing minimum standards and procedures for determining the adequacy of the removal procedures to which reference is made in subsection (h).

## Enforcement

SECTION 402. (a) A member of a labor organization—

(1) who has exhausted the remedies available under the constitution and bylaws of such organization and of any parent body, or

(2) who has invoked such available remedies without obtaining a final decision within three calendar months after their invocation, may file a complaint with the Secretary within one calendar month thereafter alleging the violation of any provision of section 401 (including violation of the constitution and bylaws of the labor organization pertaining to the election and removal of officers). The challenged election shall be presumed valid pending a final decision thereon (as hereinafter provided) and in the interim the affairs of the organization shall be conducted by the officers elected or in such other manner as its constitution and bylaws may provide.

(b) The Secretary shall investigate such complaint and, if he finds probable cause to believe that a violation of this title has occurred and has not been remedied, he shall, within sixty days after the filing of such complaint, bring a civil action against such labor organization as an entity in the district court of the United States in which such labor organization maintains its principal office to set aside the invalid election, if any, and to direct the conduct of an election or hearing and vote upon the removal of officers under the supervision of the Secretary and in accordance with the provisions of this title and such rules and regulations as the Secretary may prescribe. The court shall have power to take such action as it deems proper to preserve the assets of the labor organization.

(c) If, upon a preponderance of the evidence after a trial on the merits, the court finds—

(1) that an election has not been held within the time prescribed by section 401, or

(2) that the violation of section 401 may have affected the outcome of an election, the court shall declare the election, if any, to be void and direct the conduct of a new election under supervision of the Secretary of the labor organization. If the proceeding is for the removal of officers pursuant to subsection (b) of section 401, the Secretary shall certify the results of the vote and the court shall enter a decree declaring whether such persons have been removed as officers of the labor organization.

(d) An order directing an election, dissolving a complaint, or designating elected officers of a labor organization shall be appealable in the same manner as the final judgment: In a civil action, but an order directing an election shall not be stayed pending appeal.

## Application of Other Laws

SECTION 403. No labor organization shall be required by law to conduct elections of officers with greater frequency or in a different form or manner than is required by its own constitution or bylaws, except as otherwise provided by this title. Existing rights and remedies to enforce the constitution and bylaws of a labor organization with respect to elections prior to the conduct thereof shall not be affected by the provisions of this title. The remedy provided by this title for challenging an election already conducted shall be exclusive.

## Effective Date

SECTION 404. The provisions of this title shall become applicable—

(1) sixty days after the date of enactment of this Act in the case of a labor organization whose constitution and bylaws can lawfully be modified or amended by action of its constitutional officers or governing body, or

(2) where such modification can only be made by a constitutional convention of the labor organization, not later than the next constitutional convention of such labor organization after the date of enactment of this Act, or one year after such date, whichever is sooner. If no such convention is held within such one-year period, the executive board or similar governing body empowered to act for such labor organization between conventions is authorized to make such interim constitutional changes as are necessary to carry out the provisions of this title.

## Title V – Safeguards for Labor Organizations

the proviso to clause (c) of this sub-section shall apply to such trust funds."

(b) Any person who willfully violates this section shall

(b) Any person who willfully violates this section shall

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## Title VI—Miscellaneous Provisions

### Investigations

**SECTION 601.** (a) The Secretary shall have power when he believes it necessary in order to determine whether any person has violated or is about to violate any provision of this Act (except title I or amendments made by this Act to other statutes) to make an investigation and in connection therewith he may enter such places and inspect such records and accounts and question such persons as he may deem necessary to enable him to determine the facts relative thereto. The Secretary may report to interested persons or officials concerning the facts required to be shown in any report required by this Act and concerning the reasons for failure or refusal to file such a report or any other matter which he deems to be appropriate as a result of such an investigation.

(b) For the purpose of any investigation provided for in this Act, the provisions of sections 9 and 10 (relating to the attendance of witnesses and the production of books, papers, and documents) of the Federal Trade Commission Act of September 18, 1914, as amended (15 U.S.C. 49, 50), are hereby made applicable to the jurisdiction, power, and duties of the Secretary or any officers designated by him.

### Extortionate Picketing

**SECTION 602.** (a) It shall be unlawful to carry on picketing on or about the premises of any employer for the purpose of, or as part of any conspiracy or in furtherance of any plan or purpose for, the personal profit or enrichment of any individual (including the laborer or increase in wages or other employee benefit) by taking or obtaining any money or other thing of value from such employer against his will or with his consent.

(b) Any person who willfully violates this section shall be fined not more than \$10,000 or imprisoned not more than twenty years, or both.

### Retention of Rights Under Other Federal and State Laws

**SECTION 603.** (a) Except as explicitly provided to the contrary, nothing in this Act shall reduce or limit the responsibilities of any labor organization or any officer, agent, steward, or other representative of a labor organization, or of any trust in which a labor organization is interested, under any other federal law or under the laws of any state, and, except as explicitly provided to the contrary, nothing in this Act shall take away any right or bar any remedy to which members of a labor organization are entitled under such other federal law or law of any state.

(b) Nothing contained in titles I, II, III, IV, V, or VI of this Act shall be construed to supersede or impair or otherwise affect the provisions of the Railway Labor Act, as amended, or any of the obligations, rights, benefits, privileges, or immunities of any carrier, employee, organization, representative, or person subject thereto; nor shall anything contained in said titles (except section 505) of this Act be construed to confer any rights, privileges, immunities, or defenses upon employees, or to impair or otherwise affect the rights of any person under the National Labor Relations Act, as amended.

### Effect on State Laws

**SECTION 604.** Nothing in this Act shall be construed to impair or diminish the authority of any state to enact and enforce general criminal laws with respect to robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of firelocks laws, murder, rape, assault with intent to kill, or assault which inflicts gross bodily injury, or conspiracy to commit any of such crimes.

### Service of Process

**SECTION 605.** For the purposes of this Act, service of summons, subpoena, or other legal process of a court of the United States upon an officer or agent of a labor organization in his capacity as such shall constitute service upon

the labor organization.

### Administrative Procedure Act

**SECTION 606.** The provisions of the Administrative Procedure Act shall be applicable to the issuance, amendment, or rescission of any rule or regulation, or any adjudication, authorized or required pursuant to the provisions of this Act.

### Other Agencies and Departments

**SECTION 607.** In order to avoid unnecessary expense and duplication of functions among government agencies, the Secretary may make such arrangements or agreements for co-operation or mutual assistance in the performance of his functions under this Act and the functions of any such agency as he may find to be practicable and consistent with law. The Secretary may utilize the facilities or services of any department, agency, or establishment of the United States or of any state or political subdivision of a state, including the services of any of its employees. With the lawful consent of such department, agency, or establishment; and each department, agency, or establishment of the United States is authorized and directed to co-operate with the Secretary and, to the extent permitted by law, to provide such information and facilities as he may request for his assistance in the performance of his functions under this Act. The Attorney General or his representative shall receive from the Secretary for appropriate action such evidence developed in the performance of his functions under this Act as may be found to warrant consideration for criminal prosecution under the provisions of this Act or other federal law.

### Criminal Contempt

**SECTION 608.** No person shall be punished for any criminal contempt allegedly committed outside the immediate presence of the court in connection with any civil action prosecuted by the Secretary or any other person in any court of the United States under the provisions of this Act unless the facts constituting such criminal contempt are established by the verdict of the jury in a proceeding in the district court of the United States, which jury shall be chosen and empaneled in the manner prescribed by the law governing trial juries in criminal prosecutions in the district courts of the United States.

### Prohibition on Certain Discipline By Labor Organization

**SECTION 609.** It shall be unlawful for any labor organization, or any officer, agent, steward, or other representative of a labor organization, or any employee thereof to fine, suspend, expel, or otherwise discipline any of its members for exercising any right to which he is entitled under the provisions of this Act. The provisions of section 102 shall be applicable in the enforcement of this section.

### Deprivation of Rights Under Act By Violence

**SECTION 610.** It shall be unlawful for any person through the use of force or violence, or threat of the use of force or violence, to restrain, coerce, or intimidate, or attempt to restrain, coerce, or intimidate any member of a labor organization for the purpose of interfering with or preventing the exercise of any right to which he is entitled under the provisions of this Act. Any person who willfully violates this section shall be fined not more than \$1,000 or imprisoned for not more than one year, or both.

### Separability Provisions

**SECTION 611.** If any provision of this Act, or the application of such provision to any person or circumstances, shall be held invalid, the remainder of this Act or the application of such provision to persons or circumstances other than those to which it is held invalid, shall not be affected thereby.

## Title VII—Amendments to the Labor Management Relations Act, 1947, As Amended

### Federal State Jurisdiction

**SECTION 701.** (a) Section 14 of the National Labor Relations Act, as amended, is amended by adding at the end thereof the following new subsection:

"(c)(1) The Board, in its discretion, may, by rule of

decision, or by published rules adopted pursuant to the Administrative Procedure Act, decline to assert jurisdiction over any labor dispute involving any class or category of employers, where, in the opinion of the Board, the effect of such labor dispute on commerce is not sufficiently sub-

stantial to warrant the exercise of its jurisdiction; provided, that the Board shall not decline to assert jurisdiction over any labor dispute over which it would assert jurisdiction under the standards prevailing upon August 1, 1959.

"(2) Nothing in this Act shall be deemed to prevent or bar any agency or the courts of any state or territory (including the Commonwealth of Puerto Rico, Guam, and the Virgin Islands), from assuming and asserting jurisdiction over labor disputes over which the Board declines, pursuant to paragraph (1) of this subsection, to assert jurisdiction."

(b) Section 3(b) of such Act is amended to read as follows:

"(b) The Board is authorized to delegate to any group of three or more members, any or all of the powers which it may itself exercise. The Board is also authorized to delegate to its regional directors its powers under section 9 to determine the unit appropriate for the purpose of collective bargaining, to investigate and provide for hearings, and determine whether a question of representation exists, and to direct an election or take a secret ballot under subsection (c) or (d) of section 9 and certify the results thereof, except that upon the filing of a request therefor with the Board by any interested person, the Board may review any action of a regional director delegated to him under this paragraph, but such a review shall not, unless specifically ordered by the Board, operate as a stay of any action taken by the regional director. A vacancy in the Board shall not impair the right of the remaining members to exercise all of the powers of the Board, and three members of the Board shall, at all times, constitute a quorum of the Board, except that two members shall constitute a quorum of any group designated pursuant to the first sentence hereof. The Board shall have an official seal which shall be judicially noticed."

### Economic Strikers

**SECTION 702.** Section 9(c)(3) of the National Labor Relations Act, as amended, is amended by amending the second sentence thereof to read as follows: "Employees engaged in an economic strike who are not entitled to reinstatement shall be eligible to vote under such regulations as the Board shall find are consistent with the purposes and provisions of this Act in any election conducted within twelve months after the commencement of the strike."

### Vacancy in Office of General Counsel

**SECTION 703.** Section 3(d) of the National Labor Relations Act, as amended, is amended by adding at the end thereof the following: "In case of a vacancy in the office of the general counsel the President is authorized to designate the officer or employee who shall act as general counsel during such vacancy, but no person so designated shall act as such (1) for more than forty days when the Congress is in session unless the President to fill such vacancy shall have been submitted to the Senate, or (2) after the adjournment sine die of the session of the Senate in which such nomination was submitted."

### Boycotts and Recognition Picketing

**SECTION 704.** (a) Section 8(b)(4) of the National Labor Relations Act, as amended, is amended to read as follows:

"(4)(i) to engage in, or to induce or encourage any individual employee by any person engaged in commerce or in an industry affecting commerce to engage in, a strike or a refusal in the course of his employment to use, manufacture, process, transport, or otherwise handle or work on any goods, articles, materials, or commodities or to perform any services; or (ii) to threaten, coerce, or restrain any person engaged in commerce or in an industry affecting commerce. . . . In either case an object thereof is (A) forcing or requiring any employer or self-employed person to join any labor or employer organization or to enter into any agreement which is prohibited by section 8(b)(1) . . . .

"(B) forcing or requiring any person to cease working, rolling, handling, transporting, or otherwise dealing in the products of any other producer, processor, or manufacturer, or to cease doing business with any other person, or forcing or requiring any other employer to recognize or bargain with a labor organization as the representative of its employees unless such labor organization has been certified as the representative of such employees under the provisions of section 9; provided, that nothing contained in this clause (B) shall be construed to make unlawful, where not otherwise unlawful, any primary strike or primary picketing."

"(C) forcing or requiring any employer to recognize or bargain with a particular labor organization as the representative of its employees, if another labor organization has been certified as the representative of such employees under the provisions of section 9."

"(D) forcing or requiring any employer to assign particular work to employees in a particular labor organization or in a particular trade, craft, or class rather than to employees in another labor organization or in another trade, craft, or class, unless such employer is failing to

conform to an order or certification of the Board determining the bargaining representative for employees performing such work:

(b) Provided, that nothing contained in this subsection shall be construed to make unlawful a refusal by any person to enter upon the premises of any employer (other than his own employer), if the employees of such employer are engaged in a strike ratified or approved by a representative of such employees whom such employer is required to recognize under this Act; provided further, that for the purposes of this paragraph (4) only, nothing contained in this paragraph shall be construed to prohibit picketing, other than picketing, for the purpose of truthfully advising the public, including consumers and members of a labor organization, that a product or products are produced by an employer with whom the labor organization has a primary dispute and are distributed by another employer, as long as such publicity does not have an effect of inducing any individual employed by any person other than the primary employer in the course of his employment to refuse to pick up, deliver, or transport any goods, or not to perform any services, at the establishment of the employer engaged in such distribution."

(b) Section 8 of the National Labor Relations Act, as amended, is amended by adding at the end thereof the following new subsection:

"(c) It shall be an unfair labor practice for any labor organization and any employer to enter into any contract or agreement, whereby the employer agrees to refrain from or agrees to cease or refrain from handling, using, selling, transporting or otherwise dealing in any of the products of any other employer, or to cease doing business with any other person, and any contract or agreement entered into for such purpose or hereafter containing such an agreement shall be to such extent unenforceable and void; provided, that nothing in this subsection (c) shall apply to an agreement between a labor organization and an employer in the construction industry relating to the contracting or subcontracting of work to be done at the site of the construction, alteration, painting or repair of a building, structure, or other work provided further, that for the purposes of this subsection (c) and section 8(b)(4)(B) the terms 'any employer,' 'any person engaged in commerce or an industry affecting commerce,' and 'any person' when used in relation to the terms 'any other products, processor, or manufacturer,' 'any other employer,' or 'any other person,' shall not include persons in the relation of a jobber, manufacturer, contractor, or subcontractor working on the goods or premises of the jobber or manufacturer or performing parts of an integrated process of production in the apparel and clothing industry; provided further, that nothing in this Act shall prohibit the enforcement of any agreement which is within the foregoing exception."

(c) Section 8(b) of the National Labor Relations Act, as amended, is amended by striking out the word "and" at the end of paragraph (b), striking out the period at the end of paragraph (b), and inserting in lieu thereof a semicolon and the word "and," and adding a new paragraph as follows:

"(7) To picket or cause to be picketed, or threaten to picket or cause to be picketed, any employer where an object thereof is forcing or requiring an employer to recognize or bargain with a labor organization as the representative of its employees, or forcing or requiring the employees of an employer to accept or select such labor organization as their collective bargaining representative, unless such labor organization is currently certified as the representative of such employees;

(A) where the employer has lawfully recognized in accordance with this Act any other labor organization and a question concerning representation may not appropriately be raised under section 9(c) of this Act;

"(B) where within the preceding twelve months a valid election under section 9(c) of this Act has been conducted, or

"(C) where such picketing has been conducted without a petition under section 9(c) being filed within a reasonable period of time not to exceed thirty days from the commencement of such picketing; provided, that when such a petition has been filed the Board shall forthwith, without regard to the provisions of section 9(c)(1), or the absence of a showing of a substantial interest on the part of the labor organization, direct an election in such units as the Board finds to be appropriate and shall certify the results thereof; provided further, that nothing in this subparagraph (C) shall be construed to prohibit any picketing or other publicity for the purpose of truthfully advising the public (including consumers) that an employer does not employ members of, or have a contract with, a labor organization, unless an effect of such picketing is to induce any individual employed by any other person in the course of his employment, not to pick up, deliver or transport any goods or not to perform any services.

"Nothing in this paragraph (7) shall be construed to permit any act which would otherwise be an unfair labor practice under this section 8(b)."

(d) Section 10(f) of the National Labor Relations Act, as

amended, is amended by adding after the words "section 8(b)," the words "or section 8(c) or section 8(b)(7)," and by striking out the period at the end of the third sentence and inserting in lieu thereof a colon and the following: "Provided further, that such officer or regional attorney shall not apply for any restraining order under section 8(b)(7) if a charge against the employer under section 8(a)(3) has been filed and after the preliminary investigation, he has reasonable cause to believe that such charge is true and that a complaint should issue."

(e) Section 303(a) of the Labor Management Relations Act, 1947, is amended to read as follows:

"(a) It shall be unlawful for the purpose of this section only, in an industry or activity affecting commerce, for any labor organization to engage in any activity or conduct defined as an unfair labor practice in section 8(b)(4) of the National Labor Relations Act, as amended."

### Building and Construction Industry

SECTION 706. (a) Section 8 of the National Labor Relations Act, as amended by section 704(b) of this Act, is amended by adding at the end thereof the following new subsection:

"(f) It shall not be an unfair labor practice under subsections (a) and (b) of this section for an employer engaged primarily in the building and construction industry to make an agreement covering employees engaged (or who, upon their employment, will be engaged) in the building and construction industry with a labor organization of which building and construction employees are members (not established, maintained, or assisted by any action defined in section 8(a) of this Act as an unfair labor practice) because (1) the majority status of such labor organization has not been established under the provisions of section 9 of this Act prior to the making of such agreement, or (2) such agreement requires as a condition of employment, membership in such labor organization after the seventh day following the beginning of such employment or the effective date of the agreement, whichever is later, or (3)

### LABOR-MANAGEMENT ACT OF 1959

#### (LANDRUM-GRIFFIN ACT)

such agreement requires the employee to notify such labor organization of opportunities for employment with such employer, or gives such labor organization an opportunity to refer qualified applicants for such employment, or (4) such agreement specifies minimum training or experience qualifications for employment or provides for priority in opportunities for employment based upon length of service with such employer, in the industry or in the particular geographical area; provided, that nothing in this subsection shall set aside the final provision to section 8(a)(3) of this Act provided further, that any agreement which would be invalid, but for clause (1) of this subsection, shall not be a bar to a petition filed pursuant to section 9(c) or 9(e)."

(b) Nothing contained in the amendment made by subsection (a) shall be construed as authorizing the execution or application of agreements requiring membership in a labor organization as a condition of employment in any state or territory in which such execution or application is prohibited by state or territorial law.

#### Priority in Case Handling

SECTION 706. Section 10 of the National Labor Relations Act, as amended, is amended by adding at the end thereof a new subsection as follows:

"(m) Whenever it is charged that any person has engaged in an unfair labor practice within the meaning of subsection (b)(3) or (b)(2) of section 8, such charge shall be given priority over all other cases except cases of like character in the office where it is filed or to which it is referred and cases given priority under subsection (l)."

#### Effective Date of Amendments

Section 707. The amendments made by this title shall take effect sixty days after the date of the enactment of this Act and no provision of this title shall be deemed to make an unfair labor practice, any act which is performed, prior to such effective date which did not constitute an unfair labor practice prior thereto.

The Landrum-Griffin law is reprinted here in its entirety and copies are being forwarded as part of JUSTICE to each member of the ILGWU. This is being done on behalf of the ILGWU and each of its subordinate bodies.



Since it became law on September 14, 1959, the Landrum-Griffin Act, officially known as the Labor-Management Reporting and Disclosure Act of 1959, has been the subject of intensive study by the ILGWU Legal Department. The complex provisions of the law necessitated a nation-wide series of conferences of ILGWU staff members held during the last two weeks of October and the first two weeks of November 1959. Heading up the legal conferences were Wilbur Daniels, assistant to Pres. Dubinsky, General Counsel Morris Glushien, Assistant Executive Secretary James Lipps, and Max Zimny of the Legal Department. (Daniels is shown above at a West Coast briefing session with Vice Pres. Samuel Otto). While ramifications of the law continue to be explored, the staff conferences, held in conjunction with regional legal aides, have sought to inform every staff member of the ILGWU of the intent and meaning of the law.



# ated 'Highly Preferred', Union Stock at New High

The Wall Street Journal recently gave its readers news of a different sort of dividend — the benefits of membership in a trade union.

In a front page feature roundup on December 22, the Journal pointed out an elaborate and glowing word picture of the American labor movement's involvement in and service to the lives of organized workers, literally from "cradle to grave."

The ELGWU plays a starring role in the rest of trade unions which are now providing their memberships with the largest array of benefits in their history.

The article began as follows: "From the balcony of Wallace Chas. a spacious four-and-a-half-room cooperative apartment in lower Manhattan he can see the Statue of Liberty, much of Manhattan's famed skyline and the colorful flow of ocean shipping in and out of the harbor. His apartment costs him only \$98.50 a month,

compared to \$300 and up for similar co-ops in his neighborhood.

"When Mr. Ciprietti needs medical services, he gets them free or at a small fraction of cost. He can buy tickets to Broadway shows at-a discount, gets a 20 percent price cut on any books that he buys and is treated to a great range of other cultural benefits either free or at less than list prices.

"For vacations, there is a 1,000-acre resort high in Pennsylvania's scenic Pocono Mountains, where he can rent a 'very nice' bungalow

for \$42 a week. And when he dies, he can count on his family getting a \$10,000 check to cover burial expenses, at a pre-payment cost to him of only \$1 a year.

"Mr. Ciprietti, a 40-year-old worker in New York's garment district, holds the key to his board of benefits in a small strip of pasteboard he carries in his wallet: His membership card in the International Ladies' Garment Workers' Union."

## Awarded Benefits

From these rousing hosannas to the benefits of ELGWU membership, the article goes on to list the variety and depth of fringe benefits furnished by other unions—a panoply viewed with awe by the writer.

While noting specific services provided by individual unions, the feature cites several major categories of benefits: health, credit unions, retirement aid, consumer goods, legal guidance and recreational and cultural programs. Listing the many health plans and credit article says:

"The ELGWU, which opened the first health center in an old brewpubs house in Manhattan in 1912, now has 17 such centers, as well as six mobile units. At one ELGWU center, recently opened in New England, union members diagnosed 13 cases of cancer and treated some women

## Down East Display



A prominent visitor to the union label exhibit of the recently held New England AFL-CIO Education Conference is Congressman Chester Bowles (D-Conn.), flanked by Ken Kelly (left), secretary-treasurer of the Massachusetts AFL-CIO, and Joseph M. Rourke, secretary-treasurer of the Nutmeg State labor union.

## INTEREST, DIVIDENDS REACH RECORD RATE

As 1959 comes to an end, the statistics show that chief beneficiaries of the year's recovery were recipients of dividend and interest income. Wages and salaries came in third, while farm income plunged down.

November figures just issued by the Department of Commerce show that personal income in November 1959 came in at a record rate of \$285 billion, about \$1 billion above the previous peak in June, the last full month not affected by the steel strike.

The breakdown showed:

Wages and salaries running at a rate of \$202.9 billion, or 7 percent higher than in 1958.

Dividends running at a rate of \$13.7 billion, or 10 percent higher than in 1958.

Farm income running at a \$10.4 billion rate, or 26 percent lower than in 1958.

The sharp 18 percent boost in interest income due to the "tight money" policy of the Eisenhower Administration has been reflected on the banking front by what the Wall Street Journal called "a rash of increased dividends, year-end extras and stock dividends."

## PREVIEW FOR 1960

# Labor Showdown Loom on Bargaining, Political Fronts

WASHINGTON (AP)—A year of hard, grinding work lies ahead of American labor as 1959 comes over the horizon.

The year 1959, which came in with so many bright hopes of great achievement for all workers, has ended with few social gains won from Congress and the bitter taste of the Landrum-Griffin labor control act still in labor's mouth.

But instead of bewailing the disappointments of 1959, organized labor is preparing for a determined 1960 battle to achieve many of the goals that were missed in the year that has passed.

There is the undoubted fight for a boost in the minimum wage from the present \$1 to \$1.45, full coverage for millions of workers, and new legislation, AIA for the depressed areas where conditions are growing worse instead of better.

There will be prompt remedy in a fight he made for the Federal Bill extending hospital and medical assistance for those confined in reformatories under social security. Federal aid against labor contraband and a civil rights bill will get top AFL-CIO priority.

Repeal or amendment of the Landrum-Griffin Bill.

Captain Hill observers doubt that much can be expected from the present Congress either to stiffen the provisions of the anti-labor laws would like to do, or to root out its worst features as labor would like. It has been pointed out that the Congress spent eight months last year over a labor bill and that there is not much reason to believe that it will take any drastic steps next year to change it work in this field.

Instead, organized labor will be shooting for the 1960 elections as the new battleground in the fight to protect labor against its enemies. Here is what the AFL-CIO convention in San Francisco last September did:

—It authorized and directed "the Committee on Political Education to place into the hands of every member of an AFL-CIO affiliate an accurate 'rolling record' of the 80th Congress,

clearly stating how each member of the Congress voted on the key roll calls on this issue, for their guidance in the 1960 federal elections."

"It declared it to be the AFL-CIO's 'unwavering determination to elect to national office and to the U.S. Congress men and women of liberal and progressive mind, regardless of party label, who will wipe from the statute book all laws which hamstring and hamper the growth of the American labor movement."

From this it is clear that the efforts of anti-labor forces to drive workers and their unions from the political field have met with labor determination to fight harder than ever in the legislative field both to repeal statutes against itself and to fight for liberal and progressive causes.

There can be no question that the bright hopes of 1959 have been shattered by Congressional inaction in many fields. The Southern-Republican coalition, the failure of the 80th Congress to liberalize its rules, government by veto as exercised by the Eisenhower Administration, were all factors in the poor record.

The 80th Congress in 1959 will have the duty to do something about the promises its members made during the 1958 campaign. It will report to the AFL-CIO 1960 election promises.

The AFL-CIO convention took the unprecedented step of appointing a special committee to bring to a special session of the AFL-CIO the amendment of jurisdictional disputes. This committee is under the chairmanship of Peter A. Bess of the Machine. It is expected that it will report to the AFL-CIO Executive Council which, in turn, will determine what further action is to be taken.

The year 1960 finds the merger of the AFL-CIO almost fully complete. There are only two states—New Jersey and Pennsylvania—where members of the state level is still to be achieved, with

the chances strong that 1960 will see merger fully completed.

In the face of the hostile legislation adopted by Congress with the certainty that this will add to the difficulties of organization, the San Francisco convention called for intensification of organizing efforts throughout the country "in all industries, crafts and services."

Instead of drawing in its horns on the collective bargaining front as conservative business groups have been demanding, the AFL-CIO called for a bold program of bargaining goals to guide 1960 negotiations. These include better wages, improved fringe benefits and a shorter work week with no decrease in pay. The convention resolution called on Congress to amend the Fair Labor Standards Act to provide for a seven-day and a 32-hour week.

The AFL-CIO's collective bargaining goals are important because of the large number of important negotiations that will come up during the year.

Railroad negotiations are now getting under way under extremely bitter circumstances. For the past year, railroad management, closely following steel management's lead, has been waging an on an unprecedented campaign seeking to undermine the railroad unions before the public. In addition, management is actually demanding a wage cut. The railroad unions will get solid support from the AFL-CIO in the crucial battle of 1960.

In addition, important bargaining sessions are being set up in the communications, textile and electrical industries.

If the record of 1959 can be taken as any kind of accurate guide of management's determination to undermine unions, the year 1960 may see a new wave of bitter labor-management strife.

There are two great question marks in the 1960 picture:

Will there be a new strike of the steel workers on January 9, the day after the proposed 48-day minimum wage? Will there be a "summit" meeting of

an "who hadn't seen a doctor in 15 years."

Estimates of union grants to educational institutions run to as much as \$1 million a year, and the article continues: "The Charles Weinstock Foundation, set up by unions and employers in Philadelphia's garment trades, offers 10 four-year scholarships to union members' children every year."

**Housing Record**

The article closes with references to unions which are becoming an important factor in urban housing: "The ELGWU already has \$15 million invested in the East Side Village and is to be

harvest \$20 million more in another such venture. Even though the newest co-op won't be opened for several years, 3,500 families already have received \$50 each with the applications to be considered for the 2,500 new apartments."

Journal readers may well have followed the column with surprise here were dividends being reported without heavy investment, speculation or outright gambling; here was industrial progress symbolized by the dues stamp and the union book.

If there is no settlement of the steel strike and the men go out again, Congress undoubtedly will be the stage for a new wave of labor-management legislation designed to prevent tie-ups in crucial industries. Bills for compulsory arbitration and other forms of government intervention in the collective bargaining process are certain to be introduced.

The second "imponderable" that of a "summit" conference, holds even greater possibilities. For the past five years management has been building up a whole structure of hostility to organized labor—unfair labor practices cases before the National Labor Relations Board have been reaching record heights. Pro-management NLRB decisions have encouraged the "right-to-work" atmosphere. Labor and its leadership have come in for torrents of abuse based on the sins of a relatively few racketeers in unions who generally flourish with the direct connivance of management.

All this has built up tensions in labor-management relations that are beginning to assume the dimensions of the pre-War Act days. Thoughtful citizens, whether connected directly or not with labor, are alarmed at this breakdown and are seeking means to prevent a further, fragile collapse.

The Meany suggestion for a top level conference between management and labor, called by the government, holds the promise of an end to all these tensions through peaceful meetings substituting for the open warfare that is now developing.

President Eisenhower has charged Secretary of Labor James P. Mitchell with the job of sounding out the possibility of such a "summit" conference. The year 1960 an end to all these tensions or will not be made.

## Fleeing Fall River Fire



These three ILGWU run across path of a fire truck as they flee from their work at the Center Garment Co. All 110 garment workers were safely evacuated thru escape ladderwell.



Overcome by smoke, Mary Frates is carried to the Fall River Health Center, where she was one of six ILGWU treated for shock and cuts and bruises. There were no serious injuries.

## Fire at Factory in Fall River Sparks New England Wardens

The narrow escape by 110 garment workers from a Fall River shop fire on December 16 has speeded up establishment of a fire warden program throughout the Southern New England District, announces Vice Pres. David Ginkgold, director of the Northeast Department.

The fire started on the ground floor of a building in which the Center Garment Co. occupies the third and fourth floors. It is located next to the Fall River ILGWU headquarters.

When rubbish on the ground floor began to burn, the building became filled with heavy smoke and flames. With the regular exit impassable, the only escape route was down a narrow perpendicular steel ladder, which fortunately led to a window in the main offices. If not for this, large-scale panic might have broken out.

A number of workers, stricken by smoke and shock, were treated immediately at the Union Health Center.

## Work Resumes

"It was only by the merest good fortune that there were no serious injuries or casualties," said District Manager Ralph Roberts. The fire caused no major damage to the building.

## Social Security To Get Payroll Deduction Rise

Social security payroll deductions—and the matching taxes paid by employers—will go up to 3 percent on January 1, 1960, an increase of one-half of 1 percent each over the present levy.

The step-up is automatically provided for by law as part of the long-range program, strongly supported by the AFL-CIO, to maintain federal old age, survivors and disability insurance benefits on a sound financial basis.

The building, and work was resumed later in the day. Outlines of a fire warden system had been made several months ago, but the shock of the near catastrophe has spurred action to put an intensive program into effect immediately.

## Veteran Unionist Honored



At 65th birthday dinner honoring Rubin Zuckerman, president of the New York Clock Joint Board and chairman of Clock Operators' Local 117, lauded for his contribution to the ILGWU. Zuckerman recounted his early years in the labor movement, in a career that began just after the turn of the century with the needle trades unions of Poland. From left: Local 117 Manager Benjamin Kaplan, who served as toastmaster for the evening; General Secretary-Treasurer Louis Stulberg, who brought greetings from Pres. David Dubinsky; Mrs. Rubin Zuckerman, and Clock General Manager Hensch Mendelbaum.

## Right Choice in Wright Post: Pick Eastern Region 2 to 1

A decisive 2-to-1 victory was chalked up in the Eastern Region's New Jersey knitegods campaign at Wright Manufacturing Co. in Union City, capping a hard-fought National Labor Relations Board representative election, held December 18.

The now familiar pattern of obstruction by a sabotage collectors' outfit was repeated here, according to Vice Pres. Edward Kramer, general manager of the Eastern Region.

More than 38 New Jersey knitegods mills have been organized in the course of the ILGWU campaign which started last year.

The three-month drive at the Wright mill was conducted by the New Jersey knitegods organizing team headed by Local 144, 168 and 222 Manager Peter Dettelsen. The Wright shop is a jobber for Angel Knitegods, a plant whose workers voted for the ILGWU a few weeks ago.

Dettelsen said that negotiations

with both employers will begin as soon as certification is received from the NLRB. Meantime, meetings are being held to keep the workers informed of developments.

Business Agents Gloria Lopez and Martha Grommett spearheaded the drive, with effective assistance from Training Institute student Eugene Sokol. Business Agents Edward Gonnex and Richard Kosten and Local 144 dressmakers Angie Paravicchia and Martha Pfiel aided in the final push before the election.

With the workers demonstrating been speeded up for unionization, the ILGWU filed for an election shortly after the campaign started. Teamsters' Local 145 then appeared on the scene and filed unfair labor practice charges. Their purpose was to delay and possibly prevent an election, thus favoring the right of the workers to union representation. The plot failed, the sabotage collectors withdrew, and the workers chose the ILGWU.

The contract signed with some 30 other building mills in New Jersey includes pay gains up to 20 cents an hour, higher minimums for all crafts, and an eight-hour overtime on a daily basis, job security, more paid holidays, complete health, welfare and retirement fund coverage.

Local 222 is continuing its fight to bring genuine unionism to workers of Knit Fashions in Hoboken, where the firm encouraged a so-called independent union upon the advice of a "labor consultant."

Knit Fashions workers have been meeting regularly with Business Agent Gonnex, and the outlook for genuine unionism appears favorable here.

The ILGWU promptly notified Dorsey and the lingerie industry that its members are determined to keep their union. Dorsey workers are signing pledges of allegiance to the ILGWU.

Staff members of the Canadian Labor Congress in Drummondville, as well as the Textile Workers' Union of America, have now joined the ILGWU's campaign to stop the would-be union-busters. TWIA members have a special reason to fight: they recently managed to break a company union bond on their own plant—Canadian Cleanse in Drummondville.

As JUSTICE went to press, the ILGWU filed a complaint against Dorsey Lingerie with the Quebec Labor Relations Board, charging unfair labor practices on the part of the employer.

## Puerto Rico ILGWU Find Paradise Enow

There are no more "strangers in Paradise"; the workers of Paradise Manufacturing Co., brassiere makers from the little village of Gurabo, nestled in the foothills of Puerto Rico, are now members of ILGWU Local 600, reports Manager Robert Oladick.

The new agreement, which follows terms of the master contract and includes paid holidays, an increase in piece rate prices, paid vacations, paid holidays, and standard health and welfare benefits.

The unionization drive was led by Director of Organization Alberto Sanchez, with the assistance of Business Agents Gloria Lopez and Emilia Torres and Leona Vatterpool. Maria Flores was elected shop chairlady.

These meetings across the island are presently being held to discuss proposals that will be offered to the Central and Brassiere Association in January when new pact talks are opened up.

Meanwhile, most workers in the industry are enjoying the annual vacation period, which on the island extends from Christmas to Three Kings' Day on January 8. In numerous shops, workers will be getting vacation pay for the first time, thanks to ILGWU contract provisions.

## Clock Finisher Local 9 Sides Meeting Jan. 20

A meeting to discuss the ratification of Local 9, New York clock finishers, will be held on Wednesday, January 20, at 7:30 p.m. at the Diplomat Hotel, 108 West 33rd St. Manager Harry Fisher announces.

## '22' MEMBERS HEAR OF GOOD PROSPECTS FOR SPRING SEASON

A wide range of union, industry, organizing and general labor developments was covered by Manager Israel Breslow of New York Dressmakers' Local 21 at a membership meeting held in Manhattan Center last month.

In discussing work prospects, he pointed out that such variable factors as unseasonable weather, changes in styles and materials, and when Easter occurs all can affect the situation. However, while the fall season was disappointing, he did venture to predict that prospects for the spring period appeared brighter.

One indicator, he said, was that department store sales are higher than at this time a year ago, despite the effects of the steel strike on the nation's economy.

Another favorable development, he disclosed, was the fact that four major American dress makers had started direct selling to stores in Europe.

Participants in the discussion included Vice Pres. Charles E. Zimmerman, Dress Joint Board general manager.



# First Label Fashion Book

## HOW TO BUY

by SIDNEY MARGOLIS

## Food Prices 'Way Up There: Here Are Tips on Savings

Food bills rank today as one of the biggest financial problems for moderate-income families. Only housing and medical care are as much a source of concern.

New York is about average; eating costs are even more troublesome in a number of other cities. A market basket of 12 food staples checked by this reporter averaged \$5.34 for the U. S. as a whole, but much more in some cities, especially the Pacific Coast.

Food spending of different families varies greatly. U. S. Agriculture Department home economists calculate that the typical U. S. family currently spends about \$4.58 a week per person for food. But the Consumer Council found some families spending as little as \$7.50 per person, and some as much, actually, as \$12 and \$14. That big an expenditure need not be.

Here are some tips for keeping down food bills:

—Don't let advertisers and merchandising experts persuade you to buy merchandise you don't really need or that isn't suitable.

—Buy the grade best suited to your cooking purposes. Generally there are three grades. In canned goods, the three qualities are sometimes labeled grade A, B or C. Chief differences are in appearance and sometimes in texture or tenderness, but not in nourishment. The economy grade C is just as nutritious as the costly grade A.

—Look for unadvertised brands of canned goods and other groceries. The price difference between the nationally-advertised brands and the unadvertised brands is generally 8-10 percent on canned fruit and 10-20 percent on canned vegetables. In comparing different brands of canned goods, note the amount of liquid. The government sets a minimum fill for the drained net weight. But some packers give more solid food above the minimum, and less liquid than others.

—Check the number of ounces on the container even though various brands seem to be the same size. The assumption by manufacturers is that most housewives are poor at arithmetic and don't want to make the necessary comparisons of weight.

—Instant coffees are cheaper because they can use the lower grades of coffee, such as African. There is a difference in quality. In instant coffee, too, although six or seven widely-sold brands do come from the same or almost the same sources, the quality varies. For instant coffee nowadays you're not on your toes; there are frequent "deals," such as 10 cents off, 15 cents off, etc.

—More humpbugging occurs in frozen foods than even in canned. The price difference in frozen and canned soups is almost 40 percent.

## Dogged N'East Wins Pramco Jobless Pay

Ring one up for justice triumphant in the final chapter of the drawn out Pramco story: Unemployment compensation checks totaling over \$17,000 will be distributed among 47 former ILGWU strikers at the Puxatunneville, Pa. plant.

Here's what happened: Early in 1958 a majority of the workers at Pramco sought arbitration with the ILGWU, and struck for union recognition. During a bitter, 12-week strike Northeast Department staffers uncovered evidence that the holders of a major portion of Pramco stock were under contract at another industry shop.

The impartial chairman was called into the case. He directed Pramco to either negotiate an agreement or withdraw from the company. The majority stockholders withdrew, and the remaining owners continued operations through an out-of-town firm, retired Vice Pres. David Gingold, Northeast director. With the outcome of the strike in doubt, the union reached a stipulation with the company which would assure re-employment of the workers without discrimination. The firm repudiated this agreement and refused to reinstate the strikers.

**Apply for Benefits**  
At this point the strikers applied for unemployment benefits for the period following the company's denial of re-employment. Although in Pennsylvania persons unemployed because of a

At press conference where ILGWU Union Label Department announced it was issuing the first in a series of booklets prepared by qualified fashion experts to provide American women and girls with accurate, helpful information on current fashion trends, shopping wisdom and good taste in dress. Facing camera are Vice Pres. Julius Hochman, department director, and noted consultant Eleanor Lambert, in charge of its fashion communications promotion.

## ILG Santa Unloads Pack To Aid Tex-Son Strikers

Santa Claus with a union label on his pack came to San Antonio on December 23 with a sleigh overflowing with Christmas gifts for the Tex-Son strikers and their children. There was a Christmas dinner basket for every family, complete with turkey and trimmings, with holiday greetings from the ILGWU.

One hundred and ten children, ranging in age from a week to 16 years, each had a stack of presents and Christmas cards. They came from Leander on the Mexican border and from way up north in Minneapolis. They came from towns and cities in Illinois, Missouri, Arkansas, Kansas, Nebraska, Oklahoma and Texas.

### Solidarity Road

On this trip, Santa's sleigh went swiftly over the streets, if invisible, road built by the bonds of sympathy and solidarity that reach from one ILG member to another. Each of the children had been "adopted" for Christmas by a shop or local union, with members taking personal interest in seeing that "their" child had some necessary clothing and some things that were pretty or just for fun.

The warmth and generosity with which they dug down into their pockets and participated in preparing the gifts reflected the feeling that Christmas is especially for giving. The knowledge that their mothers have been out on strike since last February, defending their union and even made all ILG members feel that these kids are ours, too.

The prettiest little bride doll ever seen went to Mary Lou Monzo from the workers at Local Originals in St. Louis. They designed and made her gown and veil and completed her outfit down to the last detail of satin-covered buttons and a ring on her finger. Eight-year-old Bertha Garcia found a doll in one of her packages, too — a baby doll with a complete layette made by the members of Local 830 in Troy, Mo. Members of one of the newest locals in the region — 411 in Leavenworth, Kan. — made three dresses for their adopted daughter.

The committed in Collinsville, Ill., which collected more than enough money for three children, didn't have time to shop for all of them between the end of the work day and closing time at the stores. They persuaded one merchant to stay open till they finished buying gifts for their children.

Edwardsville, Ill., a local of only 30 members, could have joined with another group to adopt a child, but wanted one of their very own. They decided to omit the usual Christmas gift exchange at their holiday party and use the money instead to give a happy Christmas to East Custer, their "son."

Into every package went this kind of thoughtfulness and heartfelt good wishes for a Merry Christmas for an ILG child, along with the hope that the New Year will bring a victorious end to the mother's long struggle for a living wage and a union contract.

## Warning on Polio Upsurge Spurs ILG 'Dimes' Drive

The president of the National Foundation recently warned the public that there would be a tremendous upsurge in the incidence of polio next summer unless there is an immediate major spurt in vaccinations for the more than 34 million persons under 40 in the U. S. who are not yet vaccinated.

The announcement comes as the ILGWU's 1960 campaign for support of the March of Dimes moves into high gear. Contributions from affiliates across the country have been pouring into the General Office as the drive moves into its major month.

National Foundation Pres. Basil O'Connor noted that of 10 persons not yet inoculated with vaccine, some 4,700,000 are children under 5—the age group that accounted for 43 percent of the paralytic polio cases reported for 1959.

(Continued from Page 3)  
The 1959 ILGWU convention voted an assessment of 25 cents per month per member to cover a million-dollar-plus annual promotion budget.

In both print and film the ILGWU fashion information service will seek to aid all ages of women, from teenager to matron, and all levels of consumers, from popular priced to high style. Miss Lambert told the fashion reporters attending the press conference.

"There is still need for a basic, brass-tack flow of educational and self-help material from a central source which covers both outerwear and underwear," said Miss Lambert.

She Pres. Hochman stressed that only the ILGWU, through its Label Department, could set as much a central source. He said that "450,000 members of the ILGWU are putting their best work efforts into the purchase of our members but also to the designers, the manufacturers and the retailers of the industry's products because we are certain that an informed, educated clientele for the industry can mean more sales and more production," Hochman concluded.

"We are convinced that this program of fashion education will rebound to the benefit not only of our members but also to the designers, the manufacturers and the retailers of the industry's products because we are certain that an informed, educated clientele for the industry can mean more sales and more production," Hochman concluded.

The expanded program of the foundation includes research and treatment of arthritis, polio and birth defects, the nation's three major cripples.

ILGWU General Secretary-Treasurer Louis Sulberg reminds affiliates that under no circumstances should any part of the collections be turned over to any other organization or be withheld for local use or a local chapter of the National Foundation.

All checks should be made payable to the ILGWU, and mailed to 1710 Broadway, New York 19, N.Y.

## CUTTERS COLUMN

## Cutters' End-of-Year Review Shows Stepped-Up Activities

The past 12 months in Cutters' Local 10 followed a year of intense activity, during which wage increases were obtained in six trades employing 85 percent of the local's membership in addition to other improvements in various branches such as severance pay, the union label, guaranteed holidays and a ban on dealings with cut-up shops and outside photo-mixing services. This activity was continued into 1959.

The blouse agreements were renewed in March after a strike mobilization meeting had been called which, at the last minute, was turned into a ratification meeting. The cutters received a \$6 increase, and minimum scales were raised, a severance pay fund was set up, and the union label was required to be sewn in all garments.

Manufacturers and jobbers were barred from dealing with "cut-up" shops and outside markers or tracing to be duplicated on special machines by outside photo-mixing services, a practice which deprived the cutters of work, and undermined their work standards. However, these penalties were not installed, a photo-copying machine on their premises and have a member of Local 10 as operator.

A new contract was successfully negotiated in the cloak industry, though it was conducted under economically unfavorable conditions marked by the exit from the industry of a number of sizeable firms. Since a \$3.50 increase had been received by the workers under an impartial chairman's decision of December 1957, provision was made for a further

LOCAL 10 MEMBERS  
REGULAR MEETING

MONDAY  
January 11

Right After Work  
MANHATTAN CENTER  
24th Street and 8th Avenue

increase in the event the cost-of-living rose 5 percent from that date.

A round-the-clock drive against cut-up shops and imposition by the impartial chairman of liquidated damages on several firms have greatly minimized this problem which, for a while, appeared to be threatening the livelihoods, notably in the dress trade.

Additional cutters satisfactorily completed the 50-week course in grading sponsored by Local 10 to upgrade members in skill and earning ability. As of last July, 876 had taken the course and become better mechanics, one out of five of them rising to the position of assistant or full-sized sewer.

Employment and earnings of cutters during the year were generally satisfactory. At the season's peak cutters are in tight supply. However, normal turnover of firms displaced some cutters from jobs at each season's end. A record number of them — 638 — were put back on permanent jobs through the local's efforts.

The past year was Manager Alex Balkman's 20th as an officer of Local 10. The membership adopted a resolution expressing appreciation for his sincere and dedicated service to the organization.

## N' East Staff Meet Told 4,000 Added During '59

Close to 4,000 workers from some 55 shops in almost 50 communities entered the ranks of the ILGWU in 1959 as a result of the year-round organizing activities conducted by Northeast Department staff members.

These figures highlighted the reports made to the annual general staff meeting, held December 13 at ILGWU headquarters, reports Vice Pres. David Ginzburg, department director.

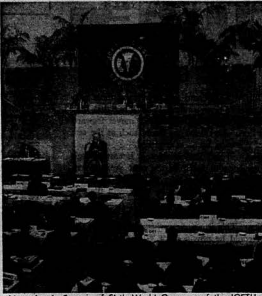
He was chaired by Assistant Director Sol C. Chalkin, who gave a capsule review of the department's accomplishments in every field.

## Organization Report

In reporting on organization activities, Field Supervisor Jack Halpern announced that in all of the department's 14 districts, rank and file organizing committees are being set up.

Pennsylvania-Delaware Supervisor Ray Elmore and New England-Louis New York Supervisor Louis E. Bona reported on their made plans to strengthen administrative work, strengthening contract enforcement.

## World Labor Meet



At session in Brussels of Sixth World Congress of the ICFTU.

## ICFTU Blasts Dictators

(Continued from Page 3)

general to explore the possibilities of boycott measures.

—Frosted the systematic creation of trade union rights in Haiti, Nicaragua, and Paraguay.

—Reaffirmed determination to fight colonialism and racial discrimination everywhere and to help achieve self-government and self-determination for all the world's peoples.

—Deplored the inadequate actions of the United States government on school desegregation, despite the historic Supreme Court decision.

—Called for the achievement of a dynamic world program against poverty, and specifically urged affiliates to demand that their governments cooperate with others to eliminate international trade obstacles and expand trade based upon maintenance of international fair labor standards.

—Called on all nations to devote their full energies to maintaining full employment and economic growth by insuring that the fruits of technology, automation and peaceful atomic energy be used not to bring about national unemployment but to improve living standards.

The congress also approved overwhelmingly a special resolution, drafted by the ICFTU executive board, directed to making the organization "more adequate and responsive to the tasks ahead, with increased emphasis on the need for building effective trade union organizations and for dealing with the problems of workers in Asia, Africa, Latin America and other parts of the world where the struggle is hardest and the need greatest."

The congress recognized the growing importance of the African continent by creating a new executive board post and by electing Tom Mboya, leader of the Kenya labor movement, as a member of a powerful subcommittee that will signal new actions in Africa.

George Menay and Walter Reuther were elected U.S. members of the ICFTU executive board.

## CRIMPTX CONTRACT BRINGS PAY INCREASE

It took a long strike and extended negotiations, but the workers of Crimptex Inc., of San German, Puerto Rico, have finally won an ILGWU agreement, reports Local 60 Manager Robert Gladnick.

The new pact provides for a wage increase, paid "vacations," health and welfare coverage, all first-time benefits for the workers of San German.

Outside mediators played an important role in the settlement. City officials and local attorney Yamillo Salas sat in on the final talks between company and union.

## Education Meet Scans British Study

A study of Americans that recently appeared in the London Times will be the topic under discussion at the ILGWU Education-Recreation Center resumes sessions on Thursday, January 7, reports Education Department Secretary Pamela Cohen.

Professor Morton Cohen of the City College will lead an analysis of "The American: Imagination, Search and Struggle," a series of essays by British scholars.

The center is located at Charles Evans Hughes High School, 1801 Street between 8th and 9th Avenues. The program begins at 6:15 P.M. in Room 404.

Guided tours of the United Nations have been scheduled for January 16 and February 20. Information on the visits can be obtained from the Education Department, 1710 Broadway.

Soon to be announced are the dates and programs for the Saturday afternoon sessions at Hunter College.

Half of Major U.S. Acts Up '60 Negotiations

The year 1960 will be a heavy union contract negotiation year with about half of all major collective bargaining agreements expiring.

Latest compilation by the Department of Labor shows that more than 120 contracts, each covering 2,000 or more workers, are due for renegotiation during the year.

## BOOK FRONT

by MIRIAM SWICHLANDER

## Population Puzzle: Bring People, Food Back Into Balance

TOO MANY ASIANS. By John Robbins. Doubleday & Co. \$3.95.

It is unfortunate, although also inevitable, that most Americans have become concerned with the increasingly rapid growth of the world's population only as it involves questions of national politics, religion, dogma and attitudes toward birth control.

It would be better for all if there had first been an opportunity to face the problems of that growth apart from the concomitant issues involved. Those facts are stated with



admirable clarity and conciseness by John Robbins, who has traveled through Asia and the Middle East. The problems of population are not for him merely impersonal and cold statistics. He sees the human side of the problem, the eroded soil, the hungry faces, the bare feet, the stunted and diseased children who are the human and natural manifestations of that problem.

He also understands what part the West has played in keeping whole sections of the East in an agricultural environment and how much industrialization can provide of the solution of runaway population and inadequate food supplies.

He centers his attention on India, China, Japan and the other Eastern countries because Asia, with about one-sixth of the world's land, and most of that either depleted or inaccessible, must support slightly more than half of the world's nearly three billion inhabitants. In 30 years from now, at the present rate, there will be twice as many Asians as there are now.

Mr. Robbins suggests only the beginning of a program for bringing people and food back into balance. The attainment of that balance would wipe out much of the poverty and desperation upon which Communism advances its hegemony.

Mr. Robbins musters the pertinent facts and the record of history not without deep concern, but with a concentration on what is happening and what is likely to happen. The result is an extremely informative and straightforward account which perhaps because of its brevity lacks a detailed examination of the ethical and religious obstacles to birth control education—is all the more useful at this time.

## Cooperman Dies; Was 35 Chairman

Mike Cooperman, chairman of New York Coat, Suit and Sportswear Pressers' Local 35, died on Christmas Day after a heart attack. He was 35 years old.

A large delegation of Local 35 members headed by manager Morris Kovler attended the funeral services on Sunday. Ramon Mendelsohn, general manager of the Cloak Joint Board, and other union officials were present.

Cooperman was elected as a presser since 1952. He had been active in all of the ILGWU's great struggles. In addition to the local's House membership, he liked on occasion to reminisce about "the old days."

## PAID COFFEE BREAK AT SWANKNIT FIRM OKAYED BY ARBITER

Can an employer deprive piece workers of a paid coffee break that had been the practice before "unionization"? The employer at Swanknit in Cohoes, N.Y., thought he could — but the union said "no."

The case went to arbitration. The result, according to Vice Pres. Edward Kramer, general manager of the Eastern Region, was that the firm was ordered to start paying again, as well as back pay for the coffee break time lost to date.

Swanknit was organized last September after a two-week strike. Before unionization, all workers took a ten-minute coffee break in the morning. Piece-rate workers were given \$1.25 a week to make up for time lost, providing they "made their time."

As the contract was negotiated, did not specifically mention this "coffee break money," the union stopped paying it. Local 163 Manager Edward Nash pointed out that all Eastern Region agreements carry the provision that all strikes, price standards and other working conditions now existing or hereafter established in the employer's shop shall not be lowered, and maintained that the coffee break came under this provision.

Championing the workers' case in the arbitration proceedings were Sam Janis, assistant general manager. Ben Eliezer of the ILGWU Legal Department also appeared. The case was decided in favor of the union. Now Swanknit workers again can enjoy their coffee break, with or without sugar or cream, but with pay.

# JUSTICE

INTERNATIONAL LADIES' GARMENT WORKERS' UNION

## BURDEN OF OUR BLESSINGS

AT THE START OF A NEW YEAR and a new decade, those who are impatient with the pace of the world's progress should remember that only a century ago slavery still flourished in this land. Mankind moves forward slowly and not always in a straight line. And there are times, such as the one in which we live, when our sense of direction becomes confused.

In this holiday season of good will and firm resolves, it is easy enough to prepare an inventory of aims we hope to fulfill in the next year or ten. A good part of our lives is still taken up with combating scarcities. There are not enough schools, homes, hospitals. In many places in the world there is not enough food or medicine.

To tolerate these inadequacies in our time is the measure of the world's capacity for meanness and stupidity. This is an age when, given only the willingness, enough of these things could be provided for all. Certainly, the period ahead must be one in which human intelligence, now capable of thrusting to the moon, is applied in a final and decisive manner to ridding the world of hunger and disease.

THE CRUCIAL CHALLENGE of the coming age arises not so much from the new things we have fashioned as from the old evils we have not yet overcome. The release and use of atomic power is a burden rather than a blessing because the world is still organized along the lines of nationalist rivalries drawn centuries ago.

The old molds are bursting and we shall have to think furiously and daringly if we are to learn to live with the new forces stirring in the world. In our relations with the rest of the world, in the years immediately ahead, we shall have to accommodate ourselves to the profoundly important drive for freedom and independence that is awakening millions in Africa and Asia.

Suddenly, the peoples of these new nations may hold the world in balance, with the power to tilt it to the left or to the right. The continuing contest between democratic freedom and totalitarian slavery will be resolved in our favor only if we act wisely in formulating atomic power policy and in mustering the human power and sympathy of the new nations to our side.

THE OLD WAYS OF THINKING persist. At home, the ideals and practices of corporate wealth have seeped through major aspects of our lives. The turning of a big profit has once again become the greatest good—emulated even in the highest regions of televised culture. Schools are built not to meet needs but only if they don't throw budgets out of balance. The price of medicines is set at ransom levels. Public policy, even our preparedness program, is formulated by men who think as if they were conducting a powerful steel business and not government.

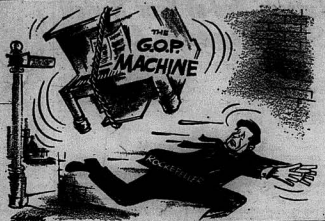
Indeed the steel industry is in the forefront of the attack on the new age. Because the trade unions, now as always, stand for an equitable distribution of the fruits of labor and an improving life for the worker and his family, the target of their attack is organized labor itself. A sympathetic national administration has given them invaluable aid in ramming through new anti-labor legislation. The steel corporations in turn are arrogantly using their power to dictate to workers, government and the nation the terms—the only terms—on which they will settle the steel dispute.

The world still looks to us for the proof that free men know what to do with their freedom. The leadership we offer is not of might but of example. Corrupt business practices, the attack on labor by arrogant corporate power, public policy based on budget balancing rather than on human needs, the denial of elementary rights because of race or color or creed—these must be our targets in a new year and a new decade.

"Heil!"



"A Piano Don't Have to Fall on Me!"



## The Moral Jungle

By  
Charles A. Siepmann

Excerpted from testimony by the chairman of New York University Department of Communications in Education, before the Federal Communications Commission.

THAT a Congressional Committee and the entire press should, of late, have found the moral jungle of broadcasting a rich game preserve and happy hunting ground is not matter for surprise to anyone acquainted with the industry. One might, though, question the genuine concern for the public interest of either group on this safari as one observes the particular wildlife on which they have chosen to concentrate their fire.

The bag, to date, seems to comprise a large number of frightened rabbits, not a few skunks and innumerable rats. But the big game seems, by some odd coincidence, to have escaped as targets of the noisy gunfire—*if* in fact this was ever aimed in their direction.

WE live in a world in which technological advances and the forces of nature that men's ingenuity has unleashed, claim of every member of our society a degree of intelligence, a breadth of knowledge and depths of moral and spiritual insight unprecedented in history.

In such a context mass media of communication no longer constitute a mere, convenient luxury, but services that we must harness to our needs. As citizens of a democracy and of the world we are, to a very large degree, dependent on the mass media, and on broadcasting particularly.

In 1929, the chairman of NBC said publicly that "his aim has never been to make money, but rather to offer programs of such varied interest that our people could not afford to miss them."

As regards the commission's responsibilities and powers, the Broadcasters Association asserted in 1934 that "It is its manifest duty to determine whether or not the applicant is rendering or can render an adequate public service. Such service necessarily includes broadcasting a considerable proportion of programs devoted to education, religion, labor, agriculture and similar activities concerned with human betterment."

SUCH notions have since suffered a significant and disastrous change. Relative to the number of radio and

television stations on the air the "considerable proportion of programs devoted to . . . human betterment" has diminished, not increased over the years.

There has been ever increasing emphasis on mass marketing (the size of the mass taken as measure of the service rendered), the scouting, by and large, (except at inconvenient hours) of the interests of minor minorities and major minorities, the fear of giving offense and, hence, the narrowing, to a near vanishing point, of areas of controversy, and the spawning of stereotyped programs.

The consequence of these changes are writ large in the weekly program schedules of the television networks. Apart from the "intellectual ghetto" of a Sunday, the pickings, six days a week in evening hours, for those looking for anything but light entertainment, are meager. The profits of our most successful network have rocketed in recent years to record figures. No proportional increase of variant service in the public interest can be claimed.

THE reaction to the Quiz scandals suggests that the easy conscience and questionable devotion to the public interest of high parties to the social contract implicit in the Communications Act have established precedents which the public has become accustomed to condone. No man can tell how far this endemic amorality stems directly from the patterns of behavior and outlook of the broadcasting industry or the commission. But it is surely no wild presumption that people, like chameleons, take color from their environment.

Most pitiable is the perplexity of students at, facing life, they seek to reconcile their private aspirations with degraded standards current in public life. While no man can pinpoint the specific cause of the wide amorality prevalent today, this we can surely say—that an industry and a Commission with such high prestige, with such pervasive influence and fraught with such vast potentialities for influencing the culture by courageous leadership, can hardly claim to be exempt from major responsibility for the sorry state in which we find ourselves today.